

Selling Georgia to the World

by Craig Lesser, Commissioner, Georgia Department of Economic Development



As state employees, we see every day the incredible spirit and determination of Georgia's citizens. From our positions on the front lines dealing with Georgians in a variety of ways, it

is easy for us to see how our continued growth and progress are a direct result of our ample resources and the strong character of our people. Today, Georgia is one of the nation's fastest growing states. We are home to 17 Fortune 500 companies, attract more than 48 million visitors each year and maintain a quality of life that helps drive millions of new residents to our state every year.

The time is right for us to tell

the rest of the world what we have to offer. Because competition is intensifying for business and tourism dollars, the state must marshal all of our resources - our proud heritage, past successes and extraordinary people - to build a new and stronger future for our citizens. Towards this end, Governor Sonny Perdue has directed the Department of Economic Development (GDEcD) to recharge our global marketing strategy and plan. He has a vision to make Georgia an even better place - a leading global business center and a top travel destination for visitors from all over the world.

To accomplish this, the marketing team at GDEcD has completed a comprehensive branding initiative to give Georgia a new brand that strongly symbolizes the rare combination of tools, resources and support that we can offer everyone from business leaders and entrepreneurs to travelers and families. We have worked tirelessly over the last few months examining how we sell the state to business leaders and tourists. We conducted extensive research to examine the state's assets, competition and customer perceptions, and determined where Georgia is today and where we need to go tomorrow to

remain on top of the competition.

This research provided valuable insights into how to better sell Georgia's assets. From this, we have crafted a new brand and marketing strategy that will more effectively and efficiently communicate our business and tourism advantages as compared with other states. With these tools, we will all benefit from increased job creation, economic growth and opportunities for personal enrichment.

The new Georgia brand was introduced in September, and over the past few months has

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Governor Perdue's recent appointees



Robert Braswell



Dr. Rhonda Medows



Wayne St. Claire

appointed by Perdue on November 4, 2005.

Dr. Medows, a family physician, served as the secretary of the agency for health care administration for the state of Florida. The Department of Community Health manages approximately \$9.3 billion in state and federal dollars to administer health care programs to more than two million citizens under the Medicaid and PeachCare for Kids programs and the State Health Benefit Plan.

In August, Governor Perdue

appointed **Wayne St. Claire** as the new

commissioner of the Georgia Merit System (GMS) of State Personnel Administration. Prior to joining the Merit System, St. Claire worked in Houston, Texas as a senior human resources executive for CenterPoint Energy. He has over 30 years of experience in human resources and a strong record of executing workforce planning, process improvement, diversity management and other change management initiatives. GMS sets the human resource and personnel management policies for Georgia's 101,000 state employees as well as administers employee programs such as the Flexible Benefits and Work Away programs, and most recently, Governor Perdue's leadership initiative.

Governor Sonny Perdue recently appointed **Robert Braswell** as commissioner of the Georgia Department of Banking and Finance. Braswell has worked for the agency since 2003 as deputy commissioner for mortgage. Banking and Finance regulates and examines banks, credit unions and trust companies that are chartered by the state. The department also has regulatory and/or licensing authority over mortgage brokers and lenders, check cashers, sale of check companies, money transmitters, international banking organizations, and bank holding companies conducting business in Georgia.

Dr. Rhonda Medows is the new commissioner for the Department of Community Health (DCH),

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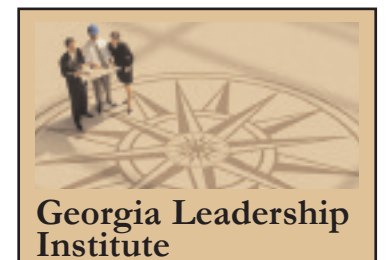
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Visit the Team Georgia Connection Intranet site, www.team.georgia.gov, state government employees' single point of entry for the latest news and events, inclement weather updates and office closings, career and retirement planning resources, current traffic conditions, and other useful information to support you in your job, both professionally and personally.

Selling Georgia

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seen gradual implementation through other state agencies. The marketing team at GDEcD has met with agency heads and the marketing professionals from other departments to fully explain the new brand. As always, our first responsibility is to spend tax dollars wisely. We expect that elements of this new initiative will be around for many years, so a measured adoption schedule is appropriate. Many agencies will likely exhaust their current resources of business cards and stationery before wholesale implementation of the new logo.

In addition to the new logo, we have developed parallel marketing strategies that invite prospective businesses and visitors to explore what Georgia has to offer, and show our appreciation to old friends.

The theme for Georgia's motivational campaign to encourage businesses and visitors to experience the state for the first time is "put your dreams in motion." The theme speaks to our customers who can find in Georgia all the ingredients they need to transform their dreams into reality more easily and quickly than anywhere else.

To express our appreciation for those who have vacationed in our state and to nurture an ongoing relationship with them, we will be launching a "thanks for keeping Georgia on your mind" campaign. This campaign is vital to our tourism industry as a primary opportunity for connecting with and encouraging consumers to visit Georgia again and again.

It's important to point out that Georgia's new brand is more than just a logo and slogan. It is a new voice and attitude that will have a lasting impact on how the state does business, how we talk to visitors, how we interact with our partners and market to the world. It will allow us to inspire and involve our partners and allies to establish the state as the best possible location for business and vacations.

We are counting on help and cooperation from across state government to ensure the success of our new brand, which will in turn improve the quality of life for all Georgians. By virtue of your position as a state employee, you are one of our brand ambassadors, helping to spread the word about Georgia to everyone with whom you interact.

Safety Classes



Sgt. Terry Payne

To help ensure state employees work in a safe and secure environment, the Georgia State Patrol Capitol Police offers on-site 1.5 hour personal and workplace safety classes to state entities. Classes are free, and provide security tips and information in various categories, including parking, driving, ATM, workplace and personal safety.

According to the US Department of Justice, 99 percent of the population will be a victim of theft at least once in their lifetime. Eighty-seven percent will have property stolen from them more than once, and 83 percent will be a victim of a violent crime at least once.

The good news is that most crimes are preventable. But many people don't know how to be safe. To help state employees at work and at home, Sgt. Terry Payne of Capitol Police offers helpful information to be safe and secure. Payne, who has more than 15 years with the state

of Georgia, encourages people to follow their instinct. "Follow the voice in the back of your head," he says. "Many times your gut feeling is right."

Payne also encourages employees to stay aware of your surroundings, which is one of the most important factors to ensuring your safety.

Crime on Capitol Hill has declined due to increased police patrolling, more presence of officers, and unmarked patrol cars. State employees on the hill have been effective in helping to reduce crime, through awareness of suspicious activity or persons. In fact, many of the employees' calls have resulted in many of the recent crime breakthroughs or stops. On Capitol Hill, just dial 404-656-3281 to report a crime.

Safety Tips

- 1. Know your surroundings.
- 2. Do not leave valuables in sight at your office, in parked cars, or near windows at home.
- 3. When it is dark, travel in groups of two or more.
- 4. Do not allow strangers to invade your personal space or walk up to you.
- 5. Create a personal safety strategy for yourself and family.

Mail Pickup

State employees can call Capitol Police to request a mail pick-up when wanting to alert the station of an immediate need for assistance due to a threat by someone or something in the work area.

DNR celebrates 75 years

In celebration of its 75th anniversary, the Department of Natural Resources State Parks and Historic Sites Division has partnered with Georgia Public Broadcasting to create a documentary to tell a textured tale of the history, scenery and personality of the state parks system. Georgia's State Park System, one of the oldest in the nation, was founded in 1931 with the establishment of Indian Springs and Vogel State Parks. Stories are being collected as part of a documentary that GPB will unveil in 2006. To help with both the celebration and documentary, Georgia residents and visitors are asked to share their memories and photographs from previous decades. Georgia Public Broadcasting has set up a website where people can submit their stories of visiting state parks, as well as read other people's tales. To share stories or photos, contact Georgia Public Broadcasting



at 800-549-4558 or log onto www.gpb.org/stateparks. For more information about Georgia's 63 state parks and historic sites, visit www.gastateparks.org.

The Georgia Statement

Volume 8, Number 3

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WORK TIP

How to boost your productivity and still have a life

Did you know that it wasn't until 1926 when Henry Ford first introduced the five-day work week? In fact, the average factory worker put in about 60 hours a week, six days a week until processes became more efficient and productivity rose. And it wasn't until 1970 when the 40-hour workweek became normal for low wage employees who had to work long hours to take home a decent pay check. Now the opposite is true. According to new research by Peter Kuhn of the University of California at Santa Barbara and Fernando A. Lozano of Pomona College, the well-educated and well-paid employees are putting in the long hours. This may be surprising since technology has boosted productivity by close to 70 percent. Forty-four percent of workers claim access to the Internet has helped them do a better job. Yet college educated workers, on average, are working more than 50 hours a week. So what can you do to stop working so hard? Multitask. Multitasking, if done correctly, can make you more efficient. Consider the following tips to help you work smarter, not harder. As you become more efficient, you will begin freeing up more time to still have a personal life.

- Control your time. Set timeliness within your work hours for each task you have to complete. Designate times to check emails, voice messages

and your tangible inbox. Identify your peak energy time and save routine work for the low energy times of day. Prioritize tasks to create a road map of how and where to put your effort. Ask yourself "Can this wait?" If it can, don't include it.

- Don't get distracted leaving multiple projects half done while you handle something else. The best multitaskers are able to focus 100% of their energy on any one task before moving on to the next one.
- Minimize unnecessary interruptions during your work day
- Create and follow an agenda to keep meetings on track
- Stay Organized. Being disorganized will impede your work. To increase efficiency and effectiveness, create order in your office daily
- Transform technology from an oppressor to a liberator. Allow technology to free up your time, not tie you down. BlackBerrys, cell phones and the Internet provide endless communication and networking possibilities while providing opportunities for increased family time.
- Ensure work-and-life balance; both are equally important. Find time to fuel yourself with family, laughter and exercise. A happier you is a more productive employee.

State employees can benefit from the new self-service PeopleSoft Module



State employees will have online access to a new self-service PeopleSoft module through a service offered by the new State Accounting Office (SAO). Five agencies participated in a pilot that began September of this year. Beginning in December, the SAO will be using a phased-in approach to roll out the service to state entities. By June 2006, all state employees will have access to Employee Self Service.

Listed below are some of the features that will be offered:

- Employees with direct deposit will access their pay stubs on-line instead of receiving a printed copy. Employees can view and print payroll and pay check information.
- Employees can change and update personal information such as mailing addresses, phone numbers, e-mail addresses, and emergency contact information.
- Employees can request a re-issue of a W-2 for the years 1999 through the latest issue date. The W-2 will be forwarded to the state entity, not the employee, where the employees worked during the time period of the requested W-2.
- Employees can view federal tax information, direct deposit information, voluntary deductions, compensation history, and leave balances.

Access to the SAO self service center is on the Team Georgia Connection internet site. Access is only available from a state work computer. The site is ID and password protected. If you have questions, contact the State Accounting Office at 404-656-2133.

EMPLOYEE SPOTLIGHT

GFC forester receives national award



Nathan McClure, a forester with the Georgia Forestry Commission, received the Society of American Foresters' (SAF) Presidential Field Forester Award. The award, presented to McClure at a special ceremony on October 21, 2005 at the SAF National Convention, National Assembly in Fort Worth, Texas, recognizes foresters who display uncommon talent and innovative methods to achieve a record of

excellence in the application of forest management.

McClure, who began working with the Commission in 1983, currently focuses on forest products utilization, marketing and development. For more information about the award winners, visit the SAF website at <http://www.safnet.org/who/fieldforesterawards.cfm>.



Did You Know?

Revenue collections for Georgia increased for the last five months through October. The percentage increase year-to-date for FY06 compared to FY05 is 9.4 percent.

Seminars to plan for your financial future

Remember when you were a kid and didn't have to worry about money? And, all of your needs seemed to be taken care of magically?

And now that you're a grown-up, reality is that in order to achieve financial security, you often need help in planning and taking action.

The Employees' Retirement System (ERS) can help. ERS has one and two-day seminars designed to help you plan for your financial future.

Our one-day seminar is an overview of your benefits as a state employee, and is suitable for new and mid-career members. Topics include: ERS retirement benefits, Peach State Reserves - 401(k) & 457,

Flexible Benefits, Financial Planning, Wills and Estates, and Social Security.

Our two-day seminar provides more comprehensive, practical information for late-career employees. The emphasis is on coordinating all of your state benefits and preparing for life during retirement.

To register for the seminar, simply return the completed registration form below to our office. A couple of months before the next available seminar, you'll receive an invitation. Mailing in your registration fee at that time will reserve your seat. It's that simple.

Then you, too, can look forward to a happy and prosperous retirement.

Employees' Retirement System of Georgia Seminar Registration Form

Full Name: _____ Date: _____

Last 4 Digits of SS#: _____ Date of Birth: _____

Office Phone: (_____) _____ Home Phone: (_____) _____

Home Address: _____
Street

City State Zip

Department or Agency: _____ yrs of state service: _____

E-mail address: _____

Your preference for a one-day or two-day seminar. ____One-day ____Two-day

Location preference with number 1 being your highest preference.

____ Atlanta ____ Northeast Georgia ____ Southeast Georgia
____ Central Georgia ____ Northwest Georgia ____ Southwest Georgia

Please indicate any range of dates you CANNOT attend a seminar or any special needs.

I cannot attend a seminar during these dates _____

Special needs: _____

EMPLOYEES' RETIREMENT SYSTEM
Two Northside 75, Suite 300
Atlanta, GA 30318-7778
FAX (404) 350-8306

Please fill out the registration form completely and either mail or fax to our office. Once your application is received, you will be placed on a list with other applicants wanting the same area of the state for a seminar. When a decision has been reached on location and dates, an invitation will be sent to registered employees on a first-come, first-serve basis. A non-refundable \$10.00 fee (to cover the cost of materials) is then required to reserve your place. Two to three weeks prior to the seminar, a confirmation including location and directions will be sent. Please do not send payment now.

Thank you for your interest in our program!

Restoration of divested sick leave

During the 2003 Legislative Session, the general assembly passed House Bill 289, O.C.G.A. 45-20-16 (f), changing a longstanding practice related to divested sick leave. Divested leave is the portion of employees' sick leave balance that remains unused when employees leave state employment. In the past, employees could never use or recoup divested leave except to increase service time upon retirement.

While employees who are rehired are still not paid for divested sick leave, O.C.G.A. 45-20-16 (f) provides that upon returning to state employment and remaining employed for a period of two consecutive years, non-temporary employees who were re-employed on or after July 1, 2003, are entitled to regain accrued sick leave divested when their previous period of service ended. Employees rehired prior to July 1, 2003 are not eligible to have their divested leave restored for use. Divested sick leave does not include any leave forfeited prior to the employee's separation. Forfeited sick leave can still only be used for retirement purposes and can never be restored for use.



Divested leave does not apply to annual or personal leave, because both are divested by payment to the employee. The maximum amount of sick leave employees can accumulate is 720 hours. When employees have sick leave restored, the total of sick leave accumulated during the current period of employment and the restored sick leave can be no more than 720 hours. Any excess amount will go to forfeited leave.

To obtain restoration of divested sick leave, employees must apply in writing to their current employing agency. The request must include documentation satisfactory to their appointing authority of the amount of divested sick leave. Documentation may be in the form of a memo from the previous employer, a printout from the record-keeping system, a final pay stub listing the ending balance, or other documents acceptable to the employer.

State Personnel Board Rule Paragraph 18.103.1 was developed to administer provisions of O.C.G.A. 45-20-16 (f).

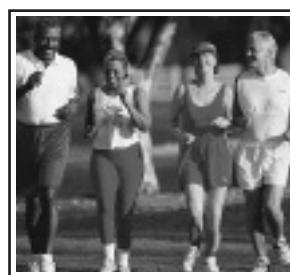
Any questions relating to restoration of divested leave can be sent to Sam Clonts at (404) 656-2660 or by e-mail at scclonts@gms.state.ga.us.

TEST YOUR VOCABULARY

(See answers on page 13)

- | | |
|--|---|
| 1. A state or atmosphere of harmony or mutual civility and respect. | ____ exculpate \EK-skuhl-payt; ik-SKUL-payt\transitive verb |
| 2. An excessive desire of gain; greediness after wealth; covetousness; cupidity. | ____ comity \KAHM-uh-tee\noun |
| 3. Transitive: to make better; to improve | ____ ameliorate \uh-MEEL-yuh-rayt\verb |
| 4. To proceed without interruption; to make a smooth transition. | ____ expatiate \ik-SPAY-shee-ayt\verb |
| 5. To speak or write at some length; to be copious in argument or discussion; to enlarge. | ____ gesticulate \juh-STIK-yuh-layt\intransitive verb |
| 6. To make gestures or motions, especially while speaking or instead of speaking. | ____ celerity \suh-LEHR-uh-tee\noun |
| 7. Rapidity of motion; quickness; swiftness. | ____ arcane \ahr-KAYN\adjective |
| 8. To clear from alleged fault or guilt; to prove to be guiltless; to relieve of blame; to acquit. | ____ segue \SEG-way; SAYG-way\verb |
| 9. Understood by only a few; esoteric. | ____ beneficence \buh-NEFF-i-suhns noun |
| 10. Active goodness, kindness, or charity. | ____ avarice \AV-uh-ris\noun |

A healthy lifestyle for a healthier you



Flu season is here!

When people suffer from influenza, or the flu, they commonly contend with symptoms like fever, headaches, fatigue, body aches, an upset stomach and other symptoms that seem to make life miserable for days. The typical flu season starts around Thanksgiving and peaks around Christmas, though it can be earlier or later. Annually, as many as 30 percent of the population gets the flu. The affects of the flu are far reaching. Challenger, Gray & Christmas, a New York outplacement firm, predict that up to 70 million work days will be missed by American workers this flu season, resulting in a loss of almost \$8 billion in sick leave for employers.

While an annual flu shot remains the best way to avoid the flu, simple hygiene is also a major preventer.

- During flu season, wash hands frequently to minimize contact with the disease.
- Keep hands away from your face, especially try not to touch your eyes, nose or mouth because it is giving germs an easier route into the body.
- Use anti-bacterial hand soap and lotion to help kill germs.
- Remember to drink a lot of water.
- Use a humidifier indoors. Viruses survive better in dry air.
- Keep areas around you clean.
- Don't share close contact with people who are sick.
- Stay at home, in bed if possible, when sick to prevent sharing the virus with others.
- Cover the nose and mouth when sneezing

Don't stress this holiday season

The holiday season is upon us. Although many consider this time of year a season of cheer, for some people, the holidays are difficult, characterized with loneliness, stress and depression. Even people who don't ordinarily feel stressed can break under the pressure of events or deadlines. Before being a humbug, consider the following practical tips to help minimize the stress and depression that often accompany the holidays. You may even end up enjoying the holidays more than you ever imagined.

1. Recognize the stressors that often lead to holiday depression. Three common stressors include finances, love, and scheduling.
2. Set realistic holiday expectations.
3. Keep your routine as normal as possible.
4. Continue to eat healthy and exercise regularly.
5. Don't forget to get plenty of rest. Sleep 8 hours nightly if possible.
6. Don't over shop. Prepare a budget and stick to it. Don't spend more than you can afford.

7. Don't over extend yourself. You may not be able to do everything. Learn to say no without feeling guilty.
8. Share responsibilities of holiday tasks. Cooking and decorating can be more fun if more than one person shares the burden.
9. Prioritize holiday activities. Plan, plan and plan some more.
10. Make time for yourself. This will serve to refresh and energize you.
11. Indulge just a little. Over indulgence can lead to guilt.
12. Be around others. The loss of a love one can be especially difficult during the holidays.
13. For entertainment, balance activities that cost with free holiday offerings.
14. Limit alcohol.
15. Seek support if you find yourself overcome with the holiday blues.

Organizations who help their employees get fit often improve their bottom line

According to Mercer Human Resource Consulting, health care coverage cost continues to outpace general inflation. Let's face it, rising health related costs have a significant impact on the purse strings of both the employer and employees. Today, employers are recognizing the benefit of helping employees lead healthier lives. Not only does productivity increase when employees are happier and healthier, but results have also been realized in a healthy bottom line.

Many preventable diseases occur when employees choose to live unhealthy lifestyles. Many of these conditions cost businesses billions of dollars each year in health care premiums, sick leave, and life and disability insurance. Unhealthy and absent employees affect business productivity. Take obesity for instance. Although it is a preventable disease, obesity affects more than 59 million Americans. Obesity affects the health care and productivity costs of businesses by close to \$13 billion annually. Experts estimate that stress is even costlier in medical bills. In

fact, lifestyle choices contribute 50 percent to 70 percent of all diseases. As a result, more and more employers are getting involved in promoting the health and wellness of their workforce.

A new study by Brigham Young University offers a good reason for companies to offer and support wellness programs. The study found that health promotion in the workplace has a positive impact not only on the employees' health, but positively affected the employer's bottom line as well.

From day one of taking office, Governor Sonny Perdue challenged state employees to get fit. Many participating employees set goals to lose weight, exercise more and to eat a healthier diet.

Currently, a few state agencies, such as the Department of Corrections (DOC), encourage employee fitness by offering on-site exercise programs. DOC provides a fitness instructor who teaches aerobic classes in the Twin Towers. The Clean Air Campaign assists agencies by sponsoring walk challenges for state employees. And

the Georgia Merit System, in partnership with the Department of Community Health, sponsors wellness fairs that provide various health checks such as blood pressure checks, vision screenings, and bone density tests, plus health and nutrition informational materials and smoking cessation resources.

Even little lifestyle changes can make a difference. According to BlueCross and BlueShield Insurance Company, walking 10,000 steps a day can help employees lose weight, lower their cholesterol and reduce the risk of heart attack. These are all preventable diseases, saving the healthcare system up to \$40 billion a year. So, why is it so difficult to engage employees in living healthier lifestyles? If decreasing health related cost is a benefit to living healthier, why is cost cited as one of the reasons employees can't make a healthier lifestyle change when no cost or low cost options are available to promote better health? That is why employer sponsored wellness programs are a win-win for both employer and employee.

No cost/low cost healthier lifestyle options

- Increase the number of steps you take during the day.
- Park further away from the entrance
- Walk to a colleague's office or desk instead of making a phone call or sending email
- Take the stairs instead of the elevator
- Consume a healthier diet
 - Eat smaller meals
 - Hydrate yourself with water throughout the day and before meals
 - Eat healthier snacks such as raw fruit, vegetables and nuts
 - Reduce your sugar intake
 - Eat only lean meats
- Exercise
 - Try to include at least three days of aerobic exercise a week
 - Stretch after long periods of sitting

Save money on your commute

In the wake of recent hurricanes Katrina and Rita, gasoline prices continued to rise, putting a strain on most state employee's household budgets.

In September, to help ease increasing commute cost, Governor Sonny Perdue issued an executive order for State agencies and departments to eliminate all non-essential travel where appropriate, and maximize their use of the alternative work week and other Work Away options such as telework and the compressed work week. Governor Perdue's order received

resounding support from many state employees wondering how to stretch their budgets. The benefit of Georgia's commute options varies, but all options offer state employees ways to save money.

1. Public Transit

This is an excellent time to give public transit a chance. MARTA, Cobb Community Transit (CCT), Gwinnett County Transit (GCT), and Xpress (see below) all provide clean, convenient service for commuters. For questions regarding CCT, contact their Customer Service Center, 770-427-4444 or check their web-site, www.cobbdot.org/cct.htm. For GCT questions, contact their Customer Service Center, 770-822-5010 or check their web-site, www.gctransit.com. MARTA schedules and maps are available at www.itsmarta.com, or by calling MARTA's Customer Service Center, 404-848-4800. Currently, state employees can purchase discounted MARTA passes through GRTA for \$48.30. In January this rate will go up to \$49.80.

3. Xpress -Commuting Made Easy!

Xpress is metropolitan Atlanta's newest public transportation service. Operated as a partnership between the Georgia Regional Transportation Authority (GRTA) and 11 counties in the region, Xpress provides a relaxing, easy-to-use connection between home and work for the region's commuters. Clean, comfortable and convenient, Xpress began operation in June 2004 with routes to downtown Atlanta from Hampton, Jonesboro and Conyers. Additional routes have been added from Douglasville, Newnan, Hiram

Powder Springs and McDonough to downtown Atlanta and from Cumming to the North Springs MARTA station. More routes will be added over the next several



years, taking into account the availability of park-and-ride lots, transit connections and customer interest. Current plans envision a network of 27 Xpress routes serving the region by the end of the decade.

Xpress 31-day (\$80), 20-day-ride (\$45), and 40 day-ride (\$85), fare cards may be purchased through their website, www.xpressga.com, at selected Park-and-Ride locations, at the MARTA Five Points, Sandy Springs and North Springs stations, and at the GRTA offices. One way (\$3) and round-trip (\$5) fares may be

"My wife says I am not as grumpy when I ride the Xpress bus compared to driving in rush-hour traffic. And, what I'm saving on fuel and wear and tear on my truck, I can almost buy a new bass boat."

— Donnie Griffin of Douglasville.

purchased, using exact change please, on the coaches.

Xpress service is provided Monday through Friday beginning at approximately



5:30 a.m. and ending at approximately 9:30 p.m. Check individual routes at www.expressga.com or call 404-463-4782 for more information.

2. Vanpool

Sharing the ride to work is one of the easiest ways to cut your expenses and conserve fuel. GRTA currently has over 55 vanpools operating throughout the Metro Atlanta region including some outlying areas such as Rome and Newnan. All that's needed to start a vanpool is six paying passengers and a driver. The driver rides for free. It's easy. GRTA provides the vehicle, insurance and maintenance to keep your van running in tip-top shape and will help to get you going. Additionally, GRTA works closely with the Clean Air Campaign, and the eight regional Transportation Management Associations (TMAS) to help provide other cost-saving commute alternatives.

"The round trip commute from my house to the parking lot across the street from my job is 78 miles," said Kendall Turner, Budget Analyst II, Dept. of Corrections/Budget Services. "I started vanpooling in October of 2002 as a passenger. I am now the main vanpool driver. I have more responsibility but I take pride in knowing that I am contributing to reducing smog and traffic in Metro Atlanta and there are 13 less cars on Interstate 85 in the mornings and evenings because a group of state employees ride in together from Gwinnett County. I would encourage anyone else to try it."

If you, or someone you know, are interested in riding or starting a new vanpool, call Donald Evans at 404-463-2433 or Nadara Wade at 404-463-3053 for availability, cost and other information.

Metro Vanpool and Douglas County Rideshare are two additional vanpool service providers in the region. Metro Vanpool can be reached at 800.826.7433, and Douglas County Ride share is at 770.949.7665. Metro Vanpool operates vanpools throughout the metro Atlanta region, while Douglas County serves Douglas County commuters who commute throughout the region. Vanpooling avoids the hassle of parking and downtown driving and reduces wear and tear on your vehicle, saving you from rising gas prices, as well as costly maintenance.

You might also want to phone 1-87-RIDEFIND or visit their website at www.187ridefind.com. This regional ride-matching service maintains a database of individuals who work or live in the region and have expressed an interest in carpooling or vanpooling to work. The database uses commuters' home addresses, work addresses and work hours to find

other commuters who live and work near them and have similar schedules. Contact information is then provided for individuals to follow up and find a commute partner. This is a completely free service.

4. Travel By Two Wheels Instead Of Four

Shaun Green, a Transportation Engineer with GRTA, bikes to work almost daily and appreciates the many benefits of riding his bike.

"I've been a bike-commuter in Atlanta since 1995," said Green. "My wife and I bought our house in Home Park with a conscious decision to locate within no



more than three miles of downtown Atlanta, thereby making significant commuting choices available to us.

"Bike-commuting forces exercise into my commute, something I might not otherwise allow time for. It gets me to weekly meetings in downtown or midtown a lot quicker than walking, transit (consider the time spent waiting for the bus/train) or driving.

"The choice to bike-commute allows my wife, kids and I to have the expense of just one car. It eliminates monthly commuting expenses such as parking or transit passes, wear & tear, etc. "

If you can't or don't want to bike all the way to work, combine your bike commute with transit. Bikes are allowed on MARTA, CCT, C-Tran and Gwinnett County Transit at any time of day. The Xpress system will accommodate bikes beginning next month. Riders should call ahead for more information.

Bicycling commuters are eligible for the

Commute

continued from previous page

Guaranteed Ride Home program when their employer is enrolled. GRH provides up to five (5) free taxi rides home within any 12-month period in the event of an emergency or unexpected overtime. The program is free to employers too.

There are many resources available to help you get started safely with bike commuting: Area bike maps are available from the Atlanta Regional Commission or from TMAs in the Perimeter business district and Emory University/Clifton Corridor area.

Take to the road safely by reading our bike brochure, with information about cycling rules, lane positioning, benefits of cycling and safety tips. It includes tips for transitioning from driving to cycling for commuting or day-to-day errands.

Effective Cycling courses are offered by the Atlanta Bicycle Campaign and through many local TMAs. These classes teach safe methods of riding on the road and in traffic, giving you the confidence to ride in any traffic conditions anywhere. In many cases, the class cost can be subsidized by a TMA.

Reprinted with permission: Clean Air Campaign

5. Other Tips

- Find 2-3 other co-workers to carpool. A carpool is a smaller group than a vanpool but still allow participants to save money on their commute.
- If you must drive avoid idling. If you are going to be stopped for 10 seconds or more, except in traffic, turn your car engine off.
- Try driving less, especially during peak traffic periods or on hot sunny days, by combining errands into one journey rather than making separate trips.
- Also, be sure to properly maintain your vehicle which will reduce your gasoline costs and reduce smog emissions.
- Drive at the posted speed limit.



Did You Know?

Increasing your highway cruising speed from 62 mph to 75 mph increases fuel consumption by about 20%.

Tips for the Teleworker

Managers:

- Discuss the Telework Agreement with your employee before signing.
- Agree on expectations for your teleworker—anticipated results, work products, etc.
- Trust that your employees will perform their duties on telework days.
- Agree on communication with the office.
- Discuss office protocol for emergencies.
- Discuss appropriate telephone etiquette with all staff.
- Discuss with teleworker his/her success—results achieved, work products completed, etc.
- Agree on the expectations for future teleworking.

Employees

- Teleworking works best for those who want to telework – telework days are work days.

- Attend and participate in training.
- Read the Telework Agreement carefully before signing.
- Plan your telework day.
- Make sure that you have the materials and support at home.
- Take stretch breaks and include lunch in your workday.
- Discuss your completed telework day with your supervisor.
- Look forward to your next telework day.

To learn more about the Work Away program, contact your agency Work Away coordinator or Dorothy Gordon, state telework coordinator, at www.gms.state.ga.us or 404-656-2705.

State Employee Security Alert

Recently, Georgia Technology Authority (GTA) discovered that in 2002, a GTA computer programmer accessed and downloaded some State Health Benefit Plan (SHBP) members and their dependent's information, along with extracts of driver's license files. The Georgia Bureau of Investigation (GBI) is investigating the incident. The employee downloaded the confidential information of about 465,000 people to his home computers, which were seized by the GBI in April 2005 after the employee was logged on to a computer system that he did not have authorization to access. SHBP confidential information includes member names, Social Security numbers, dates of birth, addresses, gender, and the names and Social Security numbers of covered dependents. The driver's license files contained names, dates of birth and driver's license numbers. None

of the driver's files contained financial information. SHBP provides health care coverage to state employees, teachers and retirees. Every member whose files were involved was notified by a personal letter in November 2005. Employees receiving a notification letter should monitor their personal accounts and credit reports for suspicious activity. Several recommendations to assist employees are located on the back of the incident notification. Currently, no identity thefts have been reported to GTA, SHBP, or the GBI and GTA knows of no instances of information from either database being used or shared in any way.

To obtain your free credit report by mail, call each agency directly or visit

- ❖ Equifax (800-685-1111)
- ❖ Experian (888-397-3742)
- ❖ TransUnion (800-916-8800)

In Honor and Memory of J. Ray Crawford

April 11, 1943 - November 23, 2005



Mr. J. Ray Crawford served the state of Georgia in many capacities, including executive director of the State Properties Commission and the Georgia Building Authority. Crawford was also appointed the state's first property officer in December 2004 by Governor Sonny Perdue. His public service with the state of Georgia spanned more than 32 years.

Financial Management graduation

The 13th annual graduation ceremony for the State Financial Management Primary Accounting Series was held at the Capitol Education Center in Atlanta on August 18th. One hundred six graduates completed the Primary Accounting Series during fiscal year 2005.

Graduates total 1,538 since the first graduation of the Primary Accounting Series held in 1993. The graduates and guests attending were

addressed by Tommy Hills, Chief Financial Officer; Russell Hinton, State Auditor; Gary McElroy, Pardons and Paroles, Chairman of the State Financial Management Training Committee; Shelley Nickel, Director of Office of Planning and Budget; and Jim Stephens, Executive Director of the UGA Carl Vinson Institute of Government. Certificates were presented by Myra Byrd and Patti Lee of the Carl Vinson Institute of Government.

The ceremony was followed up by a reception was held in the Carl E. Sanders Fireplace Room to honor the graduates and their guests.

The Primary Accounting Series consists of four classes; two introductory and two intermediate governmental accounting courses. Individuals who attend and successfully complete all four classes receive a certificate and are honored in the graduation ceremony.

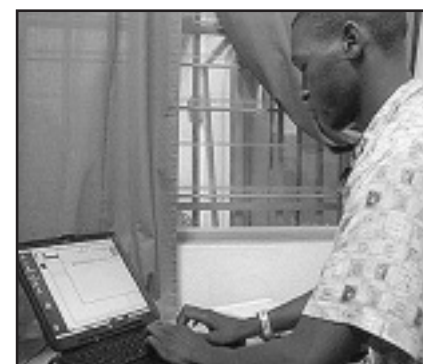
For further information or for courses offered through the State Financial Management Certificate Program, please visit www.vinsoninstitute.org.



TECHNOLOGY TIPS

Have you ever sat waiting in an airport or in a park and noticed someone connected to the Internet without a wire or cable? Well pretty soon, if you haven't already, you're bound to hear about Wi-Fi. Wi-Fi is short for wireless fidelity. It was developed by the Institute of Electrical and Electronics Engineers (IEEE) to be used generically when referring of any type of over-the-air access to the Internet. Wi-Fi allows you to connect to the Internet from virtually anywhere, within the range of a base station (hot spots), at speeds faster than DSL or cable.

To submit a Technology Tip for publication, please email to chenderson@gms.state.ga.us. Please include the name of the agency where you are employed.



Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

June 2005					
Name	Years of Service	Department			
Adams, Donna W	34 yrs 00 mths	DHR - DFACS	Frady, Sallye G	30 yrs 03 mths	CSB-GA Mountains
Adams, Peggy J	20 yrs 03 mths	Ga. Dept. of Agriculture	Galloway, Nelda Maxine	34 yrs 02 mths	Ga. Dept. of Corrections
Alligood, Loretta M	34 yrs 00 mths	DHR - DFACS	Gamble, Nancy Jo	32 yrs 02 mths	CSB-DeKalb County
Ames, Linda F	24 yrs 04 mths	Ga. Dept. of Human Resources	Gaynor, Joanne C	30 yrs 00 mths	DHR - DFACS
Andrews, Annette Chason	30 yrs 00 mths	Ga. Dept. of Human Resources	Godwin, Anita Schafer	30 yrs 02 mths	Ga. Dept. of Human Resources
Anthony, Phyllis C	10 yrs 00 mths	Dept. of Juvenile Justice	Gordon, Susie W	34 yrs 01 mths	DHR - DFACS
Baker, Elizabeth M	34 yrs 02 mths	Ga. Dept. of Labor	Gosnell, Ronald Lee	25 yrs 00 mths	Ga. Dept. of Labor
Ballard, Archie L	30 yrs 08 mths	Georgia Forestry Commission	Griffin, Clara P	34 yrs 00 mths	Ga. Dept. of Human Resources
Banister, Nadean N	30 yrs 01 mths	DHR - DFACS	Haklin, Josephine	10 yrs 00 mths	DHR - Public Health
Barton, Ansley B	27 yrs 06 mths	Kennesaw State University	Hansen, Linda W	32 yrs 07 mths	Ga. Dept. of Corrections
Bassett, Lenward	20 yrs 08 mths	Ga. Dept. of Transportation	Harrell, Robert J	30 yrs 06 mths	Ga. Dept. of Agriculture
Bennett, Carroll M	35 yrs 00 mths	Ga. Dept. of Agriculture	Harrell, Diane Z	17 yrs 04 mths	Ga. Dept. of Human Resources
Bishop, George R	34 yrs 00 mths	Ga. Dept. of Natural Resources	Harris, Clinton Fitzgerald	14 yrs 00 mths	Ga. Dept. of Human Resources
Bloom, Linda B	30 yrs 00 mths	Ga. Dept. of Human Resources	Harvey, Jan M	32 yrs 05 mths	Ga. Dept. of Human Resources
Bordeaux, Alexandra L	20 yrs 01 mths	DHR - DFACS	Hayes, Dorothy Marie	33 yrs 00 mths	Ga. Dept. of Human Resources
Bostic, Angela K	15 yrs 09 mths	Ga. Dept. of Human Resources	Hearn, Cathy C	30 yrs 05 mths	DHR - Public Health
Branch, Gloretta B	10 yrs 05 mths	Ga. Dept. of Corrections	Heaton Sr, Roy K	16 yrs 10 mths	Ga. Dept. of Corrections
Briggs, Lynda H	34 yrs 00 mths	Ga. Dept. of Human Resources	Hellwig, David C	34 yrs 00 mths	Ga. Dept. of Human Resources
Brooks, Shelba G	32 yrs 04 mths	Ga. Dept. of Corrections	Hill, Gary W	36 yrs 05 mths	Ga. Dept. of Public Safety
Brookshire, Barbara G	19 yrs 07 mths	DHR - Public Health	Hill, Connie D	21 yrs 09 mths	Ga. Dept. of Human Resources
Buhler, Arnold L	22 yrs 09 mths	Ga. Dept. of Corrections	Hill, Roy Lee	17 yrs 10 mths	Ga. Dept. of Human Resources
Bullard, Johnny E	22 yrs 06 mths	Ga. Dept. of Motor Veh. Safety	Hooks Jr., Winfred L	34 yrs 05 mths	GA Federal-State Inspection Se
Bush, Rosemary S	25 yrs 01 mths	CSB-Coastal	Howard, Arnold Dewayne	34 yrs 01 mths	Ga. Correctional Industries
Callaway, Penny C	30 yrs 10 mths	CSB-Gwinnett/Rockdale/Newton	Huckans, Robert B	14 yrs 02 mths	DHR - Public Health
Carr, Avane	34 yrs 00 mths	DHR - DFACS	Hutto, Terry Edward	16 yrs 09 mths	DHR - Public Health
Carr, Timothy S	34 yrs 00 mths	Ga. Dept. of Corrections	Hyatt, Phyllis W	10 yrs 00 mths	Ga. Dept. of Human Resources
Carter, Derita B	30 yrs 01 mths	Ga. Dept. of Labor	Irion, John G	34 yrs 00 mths	Ga. Dept. of Corrections
Cash III, Calvin	28 yrs 06 mths	Office of Planning and Budget	Jenkins, Lizzie L	30 yrs 11 mths	Ga. Dept. of Human Resources
Castleberry, Beth T	34 yrs 00 mths	DHR - DFACS	Johnson, Ronald K	29 yrs 10 mths	Ga. Dept. of Motor Veh. Safety
Chapman, Lynn S	30 yrs 02 mths	Ga. Dept. of Human Resources	Johnson, Ethel A	24 yrs 04 mths	DHR - Public Health
Chiles, Samuel W	34 yrs 01 mths	Ga. Dept. of Labor	Jones, Charles B	34 yrs 00 mths	Georgia Forestry Commission
Chisholm, Annie Ruth	19 yrs 09 mths	DHR - Public Health	Jones, Virginia G	20 yrs 03 mths	DHR - Public Health
Chisolm, Bobby J	34 yrs 00 mths	Ga. Dept. of Natural Resources	Jones, Janice	19 yrs 02 mths	Ga. Dept. of Human Resources
Clayton, Patsy S	34 yrs 00 mths	West Central Technical College	Jones, Andrew Thomas	13 yrs 06 mths	Superior Courts of Georgia
Clegg, Thomas Scott	25 yrs 03 mths	Superior Courts of Georgia	Jones Jr, Kenneth W	30 yrs 06 mths	Department of Revenue
Cole, Judith A	12 yrs 03 mths	CSB-GA Mountains	Jordan, Arthur Joseph	18 yrs 10 mths	Georgia Technology Authority
Collier, Katherine P	30 yrs 01 mths	Georgia Technology Authority	Jorge, Linda F	25 yrs 00 mths	Ga. Dept. of Human Resources
Collins, Carolyn	18 yrs 03 mths	Ga. Dept. of Corrections	Josey, Tommy B	34 yrs 00 mths	Ga. Dept. of Transportation
Cook, Elaine G	30 yrs 10 mths	Ga. Dept. of Human Resources	Kammermeyer, Kent Edward	34 yrs 01 mths	Ga. Dept. of Natural Resources
Cooper, Annie L	34 yrs 00 mths	Ga. Dept. of Human Resources	Kennedy, Dorothy E	34 yrs 00 mths	Ga. Dept. of Human Resources
Copeland, Sandra S	22 yrs 08 mths	CSB-DeKalb County	Kilpatrick, Sharon B	34 yrs 01 mths	Supreme Court
Coughlin, Lynne F	25 yrs 02 mths	Ga. Dept. of Community Health	King, Barbara R	34 yrs 09 mths	DHR - DFACS
Coursey, Susan R	34 yrs 00 mths	DHR - DFACS	Knox, Sandra A	16 yrs 08 mths	Ga. Dept. of Community Health
Cox, Jean G	34 yrs 00 mths	DHR - DFACS	Lane, Mae Frances	32 yrs 04 mths	Ga. Dept. of Human Resources
Daniel, William L	18 yrs 06 mths	Ga. Dept. of Corrections	Laster Jr, Robert L	20 yrs 03 mths	Ga. Dept. of Human Resources
Danner III, Hampton E	17 yrs 07 mths	Ga. Dept. of Agriculture	Lebovic, Steven Charles	16 yrs 01 mths	Ga. Dept. of Labor
Davis, Preston Sterling	26 yrs 06 mths	Dept. of Juvenile Justice	Lewis, Jerry V	27 yrs 06 mths	Ga. Dept. of Corrections
Davis, Jerry C	10 yrs 08 mths	Ga. Dept. of Corrections	Liggins, Eddie F	34 yrs 01 mths	Ga. Dept. of Human Resources
Dean, James Roswell	30 yrs 00 mths	Ga. Dept. of Public Safety	Lloyd, Terry J	34 yrs 00 mths	Ga. Dept. of Labor
Delahanty, Janet E	10 yrs 02 mths	Ga. Dept. of Community Health	Lodge, Diane Ashley	27 yrs 10 mths	Ga. Dept. of Human Resources
Douglas, Vernell W	21 yrs 00 mths	Ga. Dept. of Transportation	Lonkani, Jairam	10 yrs 11 mths	Ga. Dept. of Human Resources
Doyle Jr, Richard M	30 yrs 01 mths	CSB-Coastal	Lucas, Shirley B	36 yrs 01 mths	Ga. Dept. of Education
Durden, William W	31 yrs 00 mths	CSB-Middle Georgia	Mapp, Calvin	34 yrs 00 mths	Ga. Dept. of Corrections
Durden, Inez	16 yrs 02 mths	Ga. Dept. of Human Resources	Martin, Robert E	34 yrs 00 mths	Ga. Dept. of Public Safety
Dye, Harriet R	31 yrs 01 mths	Ga. Dept. of Motor Veh. Safety	May Jr, Allen S	20 yrs 08 mths	Ga. Student Finance Commission
Elliott, Wayne Eugene	13 yrs 04 mths	Ga. Dept. of Corrections	Mayweather, Brenda S	30 yrs 02 mths	DHR - DFACS
English, Preston L	27 yrs 01 mths	Ga. Dept. of Natural Resources	McElroy, Darrell L	34 yrs 00 mths	Georgia Forestry Commission
Evans, Bertha Ruth	22 yrs 04 mths	Ga. Dept. of Corrections	Metzinger, Norman A	17 yrs 06 mths	Ga. Dept. of Transportation
Fennell, Josie B	31 yrs 04 mths	Ga. Dept. of Human Resources	Miller, Lisa P	25 yrs 00 mths	CSB-GA Highlands
Fleming, Michael M	34 yrs 03 mths	State Board Pardons & Paroles	Miller, Selena G	13 yrs 08 mths	DHR - Public Health
Fleming, Benjamin Terry	11 yrs 10 mths	Ga. Dept. of Corrections	Miller, Oliver L	10 yrs 00 mths	Ga. Dept. of Corrections
Fleming, Connie M	11 yrs 07 mths	Ga. Bureau of Investigation	Moore, Gloria D	34 yrs 00 mths	Ga. Dept. of Human Resources
Forest, Joyce L	22 yrs 11 mths	Ga. Dept. of Labor	Moore, Verna L	27 yrs 01 mths	Ga. Dept. of Human Resources
Foster, Gloria Jean	17 yrs 01 mths	Ga. Dept. of Community Health	Moore, Lillie Belle	21 yrs 04 mths	DHR - Public Health
			Morris, Myrna Joyce	20 yrs 11 mths	Ga. Dept. of Corrections
			Morrison, Linda A	34 yrs 00 mths	Ga. Dept. of Human Resources
			Mosgovoy Jr, Nicholas M	34 yrs 00 mths	Ga. Dept. of Transportation
			Moss, Larry D	34 yrs 01 mths	Ga. Dept. of Corrections

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

Moye, Jena G	29 yrs 01 mths	DHR - DFACS
Mulling, David T	34 yrs 00 mths	Ga. Dept. of Transportation
Mullis, William E	34 yrs 01 mths	Ga. Dept. of Natural Resources
Nail, John Herty	21 yrs 07 mths	Ga. Dept. of Corrections
Nation, Harvey E	34 yrs 00 mths	Ga. Dept. of Human Resources
Nation, Anita L	18 yrs 05 mths	Ga. Dept. of Labor
Nunn, Wesley Edward	34 yrs 00 mths	Ga. Bureau of Investigation
Oakley, Karol L	27 yrs 01 mths	Ga. Dept. of Transportation
O'Hern, Betty M	22 yrs 02 mths	DHR - Public Health
Owens, Michelle F	15 yrs 08 mths	Ga. Dept. of Corrections
Parham, Charlie A	30 yrs 01 mths	Ga. Dept. of Human Resources
Perry, David M	39 yrs 00 mths	Ga. Dept. of Natural Resources
Pontes, Regina G	18 yrs 09 mths	CSB-GA Mountains
Pratt, Robert D	23 yrs 06 mths	Ga. Dept. of Corrections
Prozonic, Linda A	34 yrs 00 mths	Ga. Dept. of Labor
Pruett, Mildred C	30 yrs 05 mths	DHR - DFACS
Reeves, Linda W	23 yrs 03 mths	DHR - Public Health
Rice, Elizabeth Jean	26 yrs 06 mths	Ga. Dept of Community Health
Richards, Robert D	34 yrs 01 mths	Ga. Dept. of Human Resources
Rivera, Adalberto C	10 yrs 08 mths	Ga. Dept. of Veterans Service
Rogers, Julian T	22 yrs 01 mths	Ga. Dept. of Corrections
Roney, Harry R	16 yrs 08 mths	Ga. Dept. of Corrections
Rountree, Estella	34 yrs 00 mths	Ga. Dept. of Human Resources
Rowland, Gregory C	28 yrs 01 mths	Ga. Dept. of Public Safety
Royall, Jane	10 yrs 04 mths	Ga. Dept. of Education
Ruddell, W Ralph	34 yrs 00 mths	Ga. Dept. of Natural Resources
Ruzycki, Frank C	30 yrs 01 mths	Ga. Dept. of Labor
Sanders, Marcus J	28 yrs 06 mths	Ga. Dept. of Corrections
Sculley, Hilda T	10 yrs 07 mths	Ga. Dept. of Corrections
Sellars, Annette A	33 yrs 11 mths	DHR - Public Health
Shahlaee, Abdolkarim	14 yrs 11 mths	Soil & Water Commission
Shavers, Alice Thompson	12 yrs 00 mths	Ga. Dept. of Transportation
Sheffield, Mary Sue	10 yrs 10 mths	DHR - Public Health
Shell, Jane Elizabeth	18 yrs 07 mths	Ga. Dept. of Labor
Simmons, Lillie M	32 yrs 01 mths	Ga. Dept. of Human Resources
Simpkins, James T	18 yrs 00 mths	Ga. Dept. of Labor
Smith, Robert W	34 yrs 04 mths	Ga. Dept. of Human Resources
Smith, Barbara B	28 yrs 04 mths	General Assembly of Georgia
Smith Jr, Leonard	34 yrs 00 mths	Ga. Dept. of Human Resources
Sorrells, Timothy A	25 yrs 00 mths	Ga. Dept. of Human Resources
Stell III, Louis Scott	32 yrs 03 mths	Ga. Dept. of Human Resources
Stokes, Latimer	28 yrs 06 mths	Ga. Dept. of Human Resources
Stovall, Jane Gae	25 yrs 07 mths	Ga. Dept. of Natural Resources
Taluyo, Lutgarda	30 yrs 05 mths	Ga. Dept. of Human Resources
Tatum, Evelyn R	34 yrs 01 mths	Ga. Dept. of Human Resources
Thomas, Evelyn M	27 yrs 05 mths	DHR - Public Health
Thomas, Linda B	24 yrs 07 mths	Ga. Dept. of Transportation
Thomas, Mary Preal	17 yrs 01 mths	Ga. Dept. of Corrections
Todd, Luther H	12 yrs 03 mths	Ga. Dept. of Corrections
Tolbert, Thea A	25 yrs 06 mths	Dept of Administrative Service
Tompkins, Helen D	30 yrs 05 mths	CSB-Coastal
Turner, Shirley C	14 yrs 04 mths	CSB-New Horizons
Tyson, Tommy J	29 yrs 07 mths	DHR - BOCOP
Upchurch, Linda A	17 yrs 10 mths	Department of Revenue
Vaughan, Earl McDuffie	10 yrs 00 mths	Ga. Dept. of Agriculture
Vincent, Dale Michelle	17 yrs 10 mths	Ga. Dept. of Labor
Wade, Trudy T	19 yrs 05 mths	Ga. Dept. of Corrections
Walker, Michael A	15 yrs 09 mths	Ga. Dept. of Corrections
Ware, Alice B	34 yrs 09 mths	Ga. Dept. of Labor
Welborn, Glenda P	34 yrs 00 mths	Ga. Dept. of Human Resources
Whitener, Janice	34 yrs 03 mths	DHR - DFACS
Wilkerson, Roy	30 yrs 10 mths	Ga. Dept. of Transportation
Williams, James L	30 yrs 11 mths	Georgia Technology Authority
Williams, Lancelot O	30 yrs 09 mths	Ga. Dept. of Veterans Service
Williams, Arthur James	27 yrs 11 mths	Georgia Technology Authority
Wilson, Willie	30 yrs 04 mths	Ga. Dept. of Corrections
Winn, William M	34 yrs 03 mths	Ga. Dept. of Natural Resources
Womble, Gayle S	27 yrs 08 mths	DHR - Public Health

Woolfork, Marvin E	27 yrs 02 mths	Dept. of Juvenile Justice
Wray, James B	34 yrs 02 mths	Ga. Dept. of Human Resources
Wright, Jesse A	13 yrs 03 mths	Ga. Dept. of Human Resources
Yelverton, Meriam J	20 yrs 11 mths	DHR - Public Health
Young, Robert M	34 yrs 00 mths	Georgia Forestry Commission
Zambie, Joseph Edward	12 yrs 01 mths	Ga. Dept. of Human Resources

July 2005

Name	Years of Service	Department
Aiken, Jon S	34 yrs 01 mths	Georgia Technology Authority
Arrington, Martha J	34 yrs 05 mths	South Ga Technical College
Arrington, Joseph	18 yrs 02 mths	Ga. Dept. of Labor
Astin, Timothy W	34 yrs 00 mths	Department of Revenue
Austin, Alberta	28 yrs 06 mths	DHR - DFACS
Auten, Betty L	30 yrs 03 mths	Ga. Dept. of Labor
Aycock, Cindy J	27 yrs 03 mths	DHR - DFACS
Baeszler, Suzanne S	11 yrs 03 mths	DHR - DFACS
Baggett, Johnny Oscar	12 yrs 04 mths	Ga. Dept. of Transportation
Bailey, Annie S	10 yrs 01 mths	Superior Courts of Georgia
Baker, Essie M	17 yrs 10 mths	George L. Smith II - GWCCA
Barber, James Clifford	23 yrs 02 mths	Dept. of Juvenile Justice
Barner, Esther Mae	22 yrs 04 mths	Ga. Dept. of Admin. Services
Barnes, Regina S	23 yrs 11 mths	Ga. Dept. of Human Resources
Battiste, Shirley A	31 yrs 00 mths	DHR - DFACS
Beard, Stephen B	13 yrs 11 mths	Ga. Dept. of Corrections
Bell, Deborah R	34 yrs 00 mths	Ga. Bureau of Investigation
Bell, Judy O	19 yrs 10 mths	CSB - Oconee
Biddy, Julia D	18 yrs 03 mths	Ga. Dept. of Human Resources
Black, Patricia Elizabeth	11 yrs 10 mths	CSB-Georgia Pines
Blake, Paul Ayres	10 yrs 00 mths	Ga. Dept. of Human Resources
Borders, Shirley P	16 yrs 04 mths	Ga. Dept. of Motor Veh. Safety
Brewton, Charlene Carter	16 yrs 00 mths	Ga. Dept. of Corrections
Brogdon, Connie E	33 yrs 01 mths	CSB-Georgia Pines
Brooks, Michael D	20 yrs 11 mths	Ga. Dept. of Corrections
Brookshaw, Carol Ann	34 yrs 00 mths	Ga. Dept. of Human Resources
Brown, Janice C	32 yrs 00 mths	CSB-Gwinnett/Rockdale/Newton
Brown, Lucille T	31 yrs 01 mths	Dept. of Juvenile Justice
Brown, Johnny M	21 yrs 04 mths	Ga. Dept. of Corrections
Bryant, Elizabeth Ann	10 yrs 04 mths	Ga. Dept. of Labor
Bullard, Judy E	35 yrs 09 mths	Ga. Dept. of Human Resources
Burnett, Nelson Eugene	30 yrs 08 mths	Southwest Georgia Tech College
Burns III, John C	27 yrs 01 mths	CSB-Albany
Byeson, Luther	20 yrs 01 mths	Ga. Dept. of Human Resources
Cabral, Bruce Dennis	16 yrs 11 mths	Ga. Dept. of Public Safety
Candalino, James John	16 yrs 04 mths	Ga. Dept. of Labor
Chambers, Wanda H	34 yrs 00 mths	Ga. Dept. of Human Resources
Chisholm, Terry Jean	31 yrs 04 mths	DHR - DFACS
Clark, Sylvia S	30 yrs 01 mths	Ga. Dept. of Human Resources
Clark, Almeta	12 yrs 11 mths	DHR - DFACS
Cockrum, Evanel	10 yrs 01 mths	Ga. Dept. of Motor Veh. Safety
Collins, Janice Purcell	10 yrs 00 mths	Dept. of Technical & Adult Ed.
Comer, Christine L	26 yrs 00 mths	Ga. Bureau of Investigation
Connell, Robert E	34 yrs 00 mths	Ga. Dept. of Transportation
Cook, John M	34 yrs 01 mths	Ga. Dept. of Transportation
Copeland, Margaret Louise	34 yrs 03 mths	Ga. Dept. of Human Resources
Corbett, Wilton Ray	34 yrs 00 mths	Ga. Dept. of Public Safety
Cothron, Karen Bland	14 yrs 11 mths	Ga. Dept. of Labor
Cowart, William John	16 yrs 06 mths	Ga. Dept. of Agriculture
Crawford, Paul D	30 yrs 01 mths	Ga. Dept. of Labor
Crumbley, Arthur L	14 yrs 01 mths	Ga. Dept. of Natural Resources
Cuendet III, Louis A	34 yrs 00 mths	Ga. Bureau of Investigation
Curry, Helen V	26 yrs 02 mths	Ga. Dept. of Human Resources
Czito, June Mathis	19 yrs 11 mths	Ga. Dept. of Corrections
D'allen, Anthony H Frederick	10 yrs 05 mths	Ga. Dept. of Agriculture

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

Davis, Catherine H	16 yrs 00 mths	Ga. Dept. of Human Resources	Kelley, Dwight M	31 yrs 10 mths	Ga. Dept. of Human Resources
Day, Juliette W	12 yrs 04 mths	DHR - DFACS	Kilgore Jr, James C	34 yrs 00 mths	Ga. Dept. of Transportation
Dean, Willie	34 yrs 02 mths	Ga. Dept. of Corrections	Killingsworth, Emily S	23 yrs 08 mths	Ga. Dept. of Human Resources
Diggs, Julia	19 yrs 11 mths	Ga. Dept. of Corrections	King, Rebecca T	11 yrs 05 mths	Ga. Dept. of Transportation
Dobbins, Ronnie Freeman	22 yrs 10 mths	Office of Comm. of Insurance	Lam, Dan Hong	21 yrs 05 mths	DHR - DFACS
Dupree, William J	34 yrs 00 mths	Ga. Dept. of Human Resources	Leake, Martha J	27 yrs 07 mths	Ga. Dept. of Human Resources
Ellington, Linda	14 yrs 06 mths	Tax Officials	Lewis, Richard L	34 yrs 01 mths	DHR - DFACS
Elliott, Luther H	10 yrs 04 mths	Ga. Dept. of Transportation	Lindsey, Bruce Alan	10 yrs 06 mths	Ga. Dept. of Labor
Erwin, Sharon J	10 yrs 05 mths	DHR - Public Health	Lingo, Alfred L	34 yrs 01 mths	Ga. Dept. of Human Resources
Eunice, Alice Joyce	16 yrs 00 mths	Ga. Dept. of Corrections	Lynn Jr, Lawrence E	34 yrs 00 mths	Ga. Dept. of Transportation
Evans, Randall Paul	22 yrs 09 mths	Ga. Dept. of Labor	Malone, James R	36 yrs 04 mths	General Assembly of Georgia
Everett, Johnette S	10 yrs 00 mths	Ga. Dept. of Labor	Manning, Anne F	18 yrs 09 mths	CSB-Ogeechee
Farmer, John F	13 yrs 06 mths	Ga. Dept. of Corrections	Martin, Larry Gene	34 yrs 00 mths	DHR - Public Health
Ferrell, Yvonne E	34 yrs 00 mths	Ga. Dept. of Human Resources	Maxwell, Sylvia B	25 yrs 01 mths	Department of Revenue
Finney, Sheila F	25 yrs 06 mths	Ga. Dept. of Corrections	Maynard, Mary R	34 yrs 00 mths	DHR - DFACS
Fletcher, Eunice	22 yrs 00 mths	Ga. Dept. of Human Resources	McClelland, James Farrell	10 yrs 00 mths	Ga. Dept. of Corrections
Fletcher, Norman S	15 yrs 06 mths	Supreme Court	McClure, Toni Bryson	34 yrs 00 mths	Ga. Dept. of Human Resources
Forrest, Rosa C	10 yrs 00 mths	Ga. Dept. of Corrections	McCracken, William D	34 yrs 00 mths	CSB-South Georgia
Fountain, Carol	14 yrs 03 mths	Dept. of Juvenile Justice	McCraney, Opal M	12 yrs 09 mths	Dept. of Juvenile Justice
Fowler, Michael S	34 yrs 00 mths	Ga. Dept. of Corrections	McDaniel, Susan E	27 yrs 00 mths	DHR - Public Health
Fowler, Phillip Wayne	14 yrs 03 mths	Ga. Dept. of Corrections	McGonigle, M. Luann	34 yrs 00 mths	Ga. Dept. of Labor
Frank Sr, Kevin	16 yrs 10 mths	Ga. Dept. of Corrections	Miller, Arletha J	32 yrs 10 mths	Ga. Dept. of Human Resources
Gapuzan, Ofelia B	16 yrs 09 mths	Ga. Dept. of Human Resources	Miller, Lynda J	32 yrs 03 mths	Ga. Dept. of Human Resources
Gates, Bobbie A	34 yrs 00 mths	Ga. Dept. of Human Resources	Miller, Charlotte	23 yrs 07 mths	Ga. World Congress Center
Gay, Melton Ronald	12 yrs 00 mths	Ga. Dept. of Public Safety	Miller, Wanda Jean	19 yrs 07 mths	DHR - DFACS
Gilbertson, Brenda O	10 yrs 06 mths	Ga. Dept. of Human Resources	Milner, Annie L	33 yrs 05 mths	Ga. Dept. of Labor
Glisson, Michael Larry	27 yrs 06 mths	State Board Pardons & Paroles	Mitchell, Sharon B	31 yrs 04 mths	Ga. Dept. of Human Resources
Graham, Melba H	19 yrs 10 mths	Ga. Dept. of Human Resources	Momon, Judy A	34 yrs 00 mths	Ga. Dept. of Natural Resources
Grahl Jr, Daniel K	34 yrs 01 mths	Ga. Dept. of Natural Resources	Mosley, Charles M	21 yrs 03 mths	Ga. Dept. of Transportation
Green, Alice W	14 yrs 11 mths	Ga. Dept. of Corrections	Mummey, Daniel R	34 yrs 00 mths	Ga. Dept. of Transportation
Griffin Jr, James C	30 yrs 09 mths	Department of Revenue	Myers, Barbara C	32 yrs 04 mths	Ga. Dept. of Labor
Grovner, Ire G	26 yrs 04 mths	Ga. Dept. of Natural Resources	Nelson, Anthony Alvar	17 yrs 06 mths	Ga. Dept. of Agriculture
Guion, Thomas Edgar	11 yrs 08 mths	Ga. Dept. of Labor	Owens, Mary C	34 yrs 00 mths	Dept. of Juvenile Justice
Gurvin Jr, Joseph	14 yrs 00 mths	CSB-Albany	Pace III, William E	27 yrs 01 mths	DHR - Public Health
Hall, Charlie M	34 yrs 01 mths	Ga. Bureau of Investigation	Parker, Jean S	12 yrs 00 mths	Ga. Dept. of Human Resources
Hanson, Zelda Rae	12 yrs 00 mths	Ga. Dept. of Corrections	Pate, Linda D	26 yrs 02 mths	Ga. Dept. of Human Resources
Hardy, Ann E	36 yrs 00 mths	Ga. Dept. of Human Resources	Payne, Hazel B	32 yrs 01 mths	Ga. Dept. of Human Resources
Harper, Linda Garner	31 yrs 05 mths	DHR - DFACS	Ploeg, Thomas A	15 yrs 05 mths	Regents Central Office
Harris, Linda E	34 yrs 00 mths	Ga. Dept. of Natural Resources	Pounds, James Ronnie	12 yrs 00 mths	Ga. Dept. of Corrections
Harvey, Jimmy Rex	26 yrs 06 mths	CSB-Albany	Powell, Linda J	26 yrs 00 mths	State Board Pardons & Paroles
Henwood, William S	34 yrs 00 mths	Supreme Court	Price, David G	36 yrs 01 mths	Ga. Dept. of Agriculture
Hewitt, Ronald J	21 yrs 06 mths	Ga. Dept. of Motor Veh. Safety	Prince, Samuel E	34 yrs 00 mths	Ga. Dept. of Transportation
Hiatt, Florence Ellen	16 yrs 06 mths	State Board of Workers' Comp	Pulliam, Regeanol H	26 yrs 05 mths	Ga. Dept. of Corrections
Holcomb, Billie Janet	17 yrs 04 mths	Ga. Dept. of Human Resources	Rabon, Lee F Jr	34 yrs 00 mths	Ga. Dept. of Labor
Holt, Jean R	18 yrs 04 mths	Ga. Dept. of Human Resources	Reed, Diane E	34 yrs 00 mths	Ga. Dept. of Transportation
Hopkins, Amelia P	30 yrs 09 mths	DHR - DFACS	Rice Jr, Walter D	34 yrs 00 mths	Ga. Dept. of Natural Resources
Hornsby, Jefferson C	34 yrs 00 mths	Ga. Dept. of Human Resources	Richardson, Alice Jean	16 yrs 06 mths	Ga. Dept. of Labor
Howard, Judy J	22 yrs 11 mths	DHR - DFACS	Rivers, Barbara J	18 yrs 02 mths	DHR - Public Health
Howard, Julia Melin	21 yrs 08 mths	Secretary of State	Roberts, Claude J	10 yrs 00 mths	North Ga Technical College
Howsare, John Terry	17 yrs 11 mths	Ga. Dept. of Labor	Scott, L G	26 yrs 05 mths	Georgia Forestry Commission
Hunter, Frances Marie	35 yrs 10 mths	Ga. Dept. of Human Resources	Scott, Marie P	11 yrs 03 mths	CSB-GA Highlands
Hyde, Patricia G	27 yrs 09 mths	Ga. Dept. of Labor	Shelton, Billy Joe	18 yrs 05 mths	Ga. Dept. of Human Resources
Jackson, James M	34 yrs 06 mths	Ga. Dept. of Human Resources	Shirah, Jane P	21 yrs 09 mths	DHR - Public Health
Jagers, Terry	16 yrs 02 mths	Ga. Dept. of Labor	Silas, Victoria	32 yrs 02 mths	Ga. Dept. of Labor
James, Annie	32 yrs 01 mths	DHR - Public Health	Simpson, James Ronald	12 yrs 00 mths	State Board of Workers' Comp
Jarrell, Curtis W	30 yrs 01 mths	Ga. Dept. of Motor Veh. Safety	Singleton, Doris M	17 yrs 06 mths	CSB-Coastal
Jarrell, Glenda E	25 yrs 00 mths	Ga. Dept. of Corrections	Sivell, Debra D	30 yrs 01 mths	DHR - DFACS
Johnson, Edgar C	34 yrs 00 mths	Ga. Dept. of Corrections	Smith, Bertha W	18 yrs 10 mths	Ga. Dept. of Human Resources
Johnson, Fred J	34 yrs 00 mths	Ga. Dept. of Corrections	Smith, Vickie	18 yrs 09 mths	Dept. of Juvenile Justice
Johnson, Evelyn R	18 yrs 04 mths	Bibb Co. DFCS	Speed, Billy	10 yrs 00 mths	Ga. Dept. of Transportation
Johnston, Cynthia K	30 yrs 00 mths	CSB-GA Mountains	Spell Jr, Joseph Lloyd	29 yrs 07 mths	GA State Fin. & Invest. Comm.
Jones, Brenda W	34 yrs 01 mths	CSB-GA Mountains	Steiner, Carol C Bogan	34 yrs 00 mths	Ga. Dept. of Human Resources
Jones, Janice M	34 yrs 00 mths	Ga. Dept. of Human Resources	Stevens, Stuart A	26 yrs 07 mths	DHR - Public Health
Jones, Robert Glenn	32 yrs 00 mths	CSB-McIntosh Trail	Stewart, Dozell	24 yrs 07 mths	Ga. Dept. of Human Resources
Jones, James E	16 yrs 00 mths	Ga. Dept. of Labor	Sutton, Samuel W	21 yrs 04 mths	Ga. Dept. of Natural Resources
Joyner, Peggy F	34 yrs 00 mths	Georgia Technology Authority	Sword, Danny Eugene	14 yrs 06 mths	Ga. Dept. of Corrections
Keener, Kenneth L	34 yrs 00 mths	Ga. Dept. of Transportation	Thames, Sherrie W	34 yrs 00 mths	DHR - DFACS
Keigans, Annie M	18 yrs 05 mths	Ga. Dept. of Natural Resources	Theisen, Gary G	34 yrs 00 mths	Ga. Bureau of Investigation

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

Thomas, Charlotte Z	34 yrs 04 mths	Ga. Dept. of Education	Dykes, Andy D	25 yrs 07 mths	DHR - Public Health
Tiernan, John P	34 yrs 01 mths	Ga. Dept. of Transportation	Farr, Teresa L	34 yrs 00 mths	Ga. Bureau of Investigation
Tomme Sr, John Michael	34 yrs 07 mths	Ga. Dept. of Admin. Services	Farris-Hall, Lula	22 yrs 06 mths	Ga. Dept. of Human Resources
Trammell, Earline Lafaye	22 yrs 01 mths	Dept. of Juvenile Justice	Fong, Janet Lorraine	30 yrs 01 mths	DHR - DFACS
Turner, Gloria I	23 yrs 05 mths	DHR - DFACS	Ford, Judy G	34 yrs 00 mths	Ga. Dept. of Transportation
Turner, Elinor S	18 yrs 00 mths	General Assembly of Georgia	Ford, Mary L	31 yrs 04 mths	Ga. Dept. of Human Resources
Turner-Horton, Jeanne M	16 yrs 04 mths	Ga. Dept. of Corrections	Fountain, Joey B	25 yrs 01 mths	Ga. Dept. of Corrections
Tyler Sr, Thomas P	14 yrs 10 mths	Ga. Dept. of Labor	Fountain, Tommy	10 yrs 00 mths	Ga. Dept. of Transportation
Vickery, Marcia M	30 yrs 02 mths	Ga. Dept. of Human Resources	Fowler, Karen P	34 yrs 00 mths	Ga. Dept. of Transportation
Walker, Beverly Aaron	24 yrs 02 mths	Georgia Technology Authority	Frazer, Anderson Byrd	21 yrs 10 mths	Ga. Dept. of Human Resources
Watson, Winston A	21 yrs 11 mths	Ga. Dept. of Public Safety	Funderburk, Gail Parker	31 yrs 00 mths	Ga. Dept. of Human Resources
Weaver, Tony	18 yrs 00 mths	Dept. of Juvenile Justice	Gibson, Sandra N	34 yrs 00 mths	DHR - DFACS
West, Helen Rebecca	34 yrs 03 mths	Ga. Dept. of Education	Gilbert, Roosevelt	21 yrs 04 mths	Ga. Dept. of Transportation
West, Donna P	34 yrs 00 mths	Ga. Dept. of Labor	Gonzalez-Vigo Jr, Tomas	17 yrs 08 mths	Ga. Dept. of Corrections
Whang, Mike Dae	10 yrs 00 mths	Ga. Dept. of Human Resources	Goolsby, Robert M	34 yrs 00 mths	Department of Revenue
Whitaker, Imogene	34 yrs 02 mths	DHR - Public Health	Gordon, Dixie M	10 yrs 00 mths	Ga. Dept. of Human Resources
White, William	12 yrs 01 mths	Soil & Water Commission	Greenway, Charles H	10 yrs 02 mths	Dept. of Juvenile Justice
Williams, Karen L	32 yrs 00 mths	Ga. Dept. of Natural Resources	Gresham, Mildred	34 yrs 00 mths	Ga. Dept. of Human Resources
Williams, Emma A	24 yrs 10 mths	Fulton Co. DFCS	Groover, Tony O	19 yrs 11 mths	Ga. Dept. of Defense
Williams, Mary Laverne	10 yrs 00 mths	DHR - DFACS	Hagen, Daniel L	27 yrs 09 mths	Dept. of Juvenile Justice
Williams Sr, Ulysses	25 yrs 07 mths	Ga. Dept. of Human Resources	Hanks, Larry Dean	15 yrs 02 mths	CSB-Pineland Area MH
Willis, Linda Kay	16 yrs 06 mths	Ga. Dept. of Corrections	Harrell, Glenn E	26 yrs 01 mths	Ga. Dept. of Corrections
Wilson, Paulette	28 yrs 03 mths	Ga. Dept. of Human Resources	Hickox Jr, Ralph Austin	14 yrs 10 mths	Ga. Dept. of Corrections
Worley, Patricia M	34 yrs 00 mths	State Board Pardons & Paroles	Higginbotham, John R	34 yrs 00 mths	Ga. Dept. of Agriculture
Worthen, Georgia T	31 yrs 11 mths	Ga. Dept. of Human Resources	Hill, Marcus Jerome	25 yrs 00 mths	Dept. of Juvenile Justice
Wright, Sonja	31 yrs 01 mths	Dept. of Community Health	Hill Jr, Joe	34 yrs 00 mths	Ga. Dept. of Human Resources
Yarbrough, Mary H	26 yrs 01 mths	Ga. Dept. of Labor	Hilton, Mark P	34 yrs 00 mths	CSB - E. Central Georgia
			Hitson, Benjamin C	12 yrs 01 mths	Ga. Dept. of Veterans Service
			Holloway, Betty L	34 yrs 01 mths	Ga. Dept. of Human Resources
			Hood, Richard L	29 yrs 05 mths	Georgia Forestry Commission
			Horne, Gail E	34 yrs 00 mths	Gwinnett Technical College
			Horton, Hansel Robert	34 yrs 01 mths	Ga. Dept. of Corrections
			Howell, Linda W	34 yrs 02 mths	DHR - DFACS
			Hylton, George A	19 yrs 10 mths	Ga. Dept. of Public Safety
			Irvin, Betty B	30 yrs 01 mths	DHR - Public Health
			Jackson, Gary L	34 yrs 00 mths	Ga. Dept. of Human Resources
			Jackson, Carl Parker	34 yrs 00 mths	State Board Pardons & Paroles
			Jackson, Arleen	32 yrs 09 mths	Ga. Dept. of Human Resources
			James, Judith U	23 yrs 04 mths	DHR - DFACS
			Jordan, Oscar H	46 yrs 04 mths	Ga. Dept. of Human Resources
			Jordan, Christine B	20 yrs 04 mths	DHR - Public Health
			Jordan, James Jackson	18 yrs 02 mths	Ga. Dept. of Transportation
			Justice, Sammie L	34 yrs 00 mths	Ga. Dept. of Corrections
			Karl, Antoinette	18 yrs 09 mths	Ga Dept of Motor Veh. Safety
			King, Jim R	34 yrs 00 mths	Ga. Dept. of Transportation
			King, Virginia Norman	25 yrs 05 mths	Ga. Dept. of Corrections
			Kirkland, Shirley Dianne	15 yrs 02 mths	Ga. Dept. of Motor Veh. Safety
			Lee, Cathy Marie	30 yrs 00 mths	Ga. Dept. of Labor
			Lewis Jr, Allen	34 yrs 00 mths	Ga. Dept. of Labor
			Lewis-Bradley, Sabrina C	23 yrs 11 mths	Ga. Dept. of Transportation
			Linton, Barbara R	34 yrs 00 mths	DHR - DFACS
			Luke, Willie R	34 yrs 00 mths	Ga. Dept. of Transportation
			Martin, Joan C	28 yrs 08 mths	CSB-GA Mountains
			Martin, Emily Louise	21 yrs 08 mths	CSB-Lookout Mountain
			Mason, Pamela P	31 yrs 02 mths	Ga. Dept. of Human Resources
			Mays, Patricia B	12 yrs 03 mths	Ga. Dept. of Human Resources
			McDonald, Valray H	22 yrs 10 mths	Ga. Dept. of Human Resources
			McKim, Robert L	26 yrs 00 mths	Ga. Dept. of Corrections
			McMahan, Lucinda Ann	16 yrs 00 mths	Ga. Dept. of Corrections
			Michael, Randolph Rose	25 yrs 11 mths	State Board Pardons & Paroles
			Miles, Mildred J	34 yrs 00 mths	Ga. Dept. of Human Resources
			Miller, Faye R	23 yrs 03 mths	Ga. Dept. of Corrections
			Mims, Agnes M	30 yrs 11 mths	Ga. Dept. of Human Resources
			Moon, Jo Anne	34 yrs 00 mths	Ga. Dept. of Natural Resources
			Morris, Jerry G	34 yrs 00 mths	Ga. Dept. of Transportation
			Morrison, Denise G	34 yrs 00 mths	Ga. Dept. of Labor
			Moss, Thomas Lawrence	32 yrs 03 mths	Ga. Dept. of Corrections
			Mullens, Mary M	11 yrs 01 mths	Ga. Dept. of Human Resources

August 2005

Name	Years of Service	Department			
Albritton, Wayne	34 yrs 01 mths	Ga. Dept. of Transportation			
Allen, Carroll H	34 yrs 00 mths	Ga. Dept. of Natural Resources			
Beacham, Beverly Q	34 yrs 00 mths	Department of Revenue			
Bearden Jr, Archie D	16 yrs 05 mths	Ga. Dept. of Admin. Services			
Blackford, Penny A	34 yrs 02 mths	Ga. Dept. of Human Resources			
Boddie, Brenda S	34 yrs 01 mths	CSB-DeKalb County			
Bonner, Bennie S	34 yrs 00 mths	Ga. Dept. of Human Resources			
Brown, Sybil S	34 yrs 00 mths	DHR - DFACS			
Brown, Yvonne	10 yrs 05 mths	DHR - DFACS			
Bryan, Paul C	35 yrs 01 mths	Ga. Dept. of Transportation			
Butler, Martha Y	34 yrs 00 mths	DHR - DFACS			
Carroll, Kenneth Wayne	34 yrs 00 mths	Ga. Dept. of Corrections			
Carter, Douglas Roy	29 yrs 07 mths	Ga. Dept. of Human Resources			
Caruthers, Linda Kay	13 yrs 07 mths	Ga. Dept. of Human Resources			
Chancey, Emily A	20 yrs 09 mths	State Board Pardons & Paroles			
Chandler, Dona E	34 yrs 00 mths	Ga. Dept. of Human Resources			
Clark, Danny W	34 yrs 00 mths	Ga. Dept. of Transportation			
Cliette, Barbara Ford	10 yrs 06 mths	Ga. Dept. of Human Resources			
Cody, James Edward	18 yrs 02 mths	Ga. Dept. of Corrections			
Coleman, Stephen D	18 yrs 09 mths	Ga. Dept. of Transportation			
Conner, Lydia Anne	11 yrs 07 mths	Ga. Dept. of Corrections			
Cook, Glenda Anne	10 yrs 07 mths	DHR - Public Health			
Cosby, Sandra B	34 yrs 02 mths	CSB-Albany			
Cromartie, Hattie W	34 yrs 07 mths	DHR - Public Health			
Crosby, Rita D	34 yrs 03 mths	DHR - DFACS			
Crumbley, Robert D	30 yrs 05 mths	Ga. Dept. of Human Resources			
Daniels, Roberta	25 yrs 07 mths	Ga. Dept. of Human Resources			
Davis, Cynthia A	34 yrs 05 mths	Ga. Dept. of Human Resources			
Deloach, Francis Austin	10 yrs 00 mths	Okefenokee Technical College			
Doctor, Gloria D	30 yrs 01 mths	Ga. Dept. of Labor			
Downey, Barbara M	30 yrs 01 mths	Murray Co. PH			
Drinnon, James R	35 yrs 00 mths	Ga. Dept. of Human Resources			
Dupree, William L	25 yrs 09 mths	Ga. Dept. of Transportation			

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

Mullis, Raymond Frank	28 yrs 00 mths	Dept. of Juvenile Justice	Anderson, Thomas A	21 yrs 11 mths	Ga. Dept. of Corrections
Mungin Jr, Joseph R	15 yrs 08 mths	Ga. Dept. of Corrections	Anderson, Joan S	19 yrs 02 mths	Office of Planning and Budget
Norton, Donald M	11 yrs 08 mths	Ga. Dept. of Transportation	Anderson, James Charles	14 yrs 09 mths	Georgia Technology Authority
Oliver, Gwendolyn B	34 yrs 00 mths	Ga. Dept. of Human Resources	Anderson, Roger H	13 yrs 06 mths	Superior Courts of Georgia
Pinkston, Dianne	16 yrs 10 mths	Ga. Dept. of Human Resources	Baggett, Donald Clark	15 yrs 09 mths	Ga. Dept. of Corrections
Polk, Larry M	28 yrs 04 mths	Ga. Dept. of Motor Veh. Safety	Barfield, Berry R	34 yrs 00 mths	Ga. Dept. of Corrections
Pounders, Charles S	34 yrs 00 mths	Ga. Dept. of Human Resources	Barnes, Larry Kenneth	21 yrs 01 mths	Ga. Dept. of Corrections
Powell, Ellen M	19 yrs 06 mths	DHR - DFACS	Baron, Emily Scott	11 yrs 02 mths	CSB-Georgia Pines
Prinsen, Marianne R	25 yrs 08 mths	Office of Comm. of Insurance	Bass, Shirley B	34 yrs 00 mths	CSB-Ogeechee
Pruitt, L.C	24 yrs 00 mths	Ga. Dept. of Agriculture	Beasley-Patterson, Charlesetta	34 yrs 01 mths	DHR - DFACS
Pullings, Willie J	32 yrs 05 mths	Ga. Dept. of Human Resources	Blaylock, Mary	25 yrs 10 mths	Ga. Dept. of Human Resources
Purvis, Charles W	34 yrs 05 mths	Ga Dept of Motor Veh. Safety	Boole, Ralph Preston	13 yrs 02 mths	Ga. Dept. of Corrections
Reed, Ralph Edward	34 yrs 08 mths	Ga. Dept. of Natural Resources	Bowens, Mary F	11 yrs 00 mths	Ga. Dept. of Human Resources
Reeves, C. Ann	31 yrs 08 mths	Ga. Dept. of Human Resources	Brewer, Ruth F	31 yrs 00 mths	Ga. Dept. of Labor Brock,
Rennels, Hal Everett	11 yrs 11 mths	Ga. Dept. of Corrections	Christine Vernice	24 yrs 01 mths	Ga. Dept. of Public Safety
Rhodes, Dianne A	16 yrs 02 mths	Dept. of Juvenile Justice	Brown, Gwennie U	26 yrs 03 mths	Ga. Dept. of Human Resources
Rich, Glenn Edward	34 yrs 00 mths	Ga. Dept. of Corrections	Brown, Franky A.	20 yrs 05 mths	Ga. Bureau of Investigation
Richardson, Mildred M	10 yrs 01 mths	DHR - DFACS	Brown, Rosie Corine	10 yrs 06 mths	Ga. Dept. of Human Resources
Rickerson, Viola W	25 yrs 02 mths	Ga. Dept. of Human Resources	Buffington, Robert H	19 yrs 08 mths	Ga. Dept. of Public Safety
Roberson, Roosevelt	21 yrs 02 mths	Ga. Dept. of Corrections	Butts-Durden, Eula	29 yrs 02 mths	Ga. Dept. of Human Resources
Roberts, Miles L	35 yrs 00 mths	Ga. Dept. of Transportation	Byrd, Cynthia C	34 yrs 00 mths	Ga. Dept. of Natural Resources
Roberts, Belfred A	16 yrs 04 mths	Ga. Dept. of Corrections	Cannon, Geraldine	26 yrs 06 mths	CSB-GA Mountains
Robinson, Georgia	34 yrs 04 mths	DHR - Public Health	Carter, Beverly W	30 yrs 00 mths	Ga. Dept. of Human Resources
Robinson, Alice H	25 yrs 00 mths	DHR - DFACS	Cason, Terry	23 yrs 05 mths	Ga. Dept. of Transportation
Rogers, Carolyn S	27 yrs 09 mths	Ga. Dept. of Transportation	Chu, Linda C	34 yrs 00 mths	Ga. Dept. of Labor Church,
Ross, Bertha	34 yrs 03 mths	CSB-Middle Flint	Elizabeth Ann	30 yrs 02 mths	DHR - DFACS
Saffold, Olivia W	19 yrs 00 mths	Ga. Correctional Industries	Coley, Quinces B	34 yrs 00 mths	DHR - Public Health
Sanders, William Kent	32 yrs 04 mths	Ga. Dept. of Corrections	Collins, Barbara Ann	15 yrs 11 mths	Ga. Dept. of Corrections
Shah, Jane G	33 yrs 04 mths	Ga. Dept. of Education	Corley, Steven Lee	34 yrs 01 mths	Ga. Dept. of Agriculture
Shaw, Christine Ginn	31 yrs 10 mths	DHR - Public Health	Couch, Peggy D	30 yrs 00 mths	DHR - DFACS
Simpson, Alice V	34 yrs 00 mths	Ga. Dept. of Human Resources	Curtis, Annette	33 yrs 03 mths	Ga. Dept. of Human Resources
Smith, Virginia S	20 yrs 07 mths	Ga. Dept. of Human Resources	Darrisaw, Willie R	34 yrs 01 mths	Ga. Dept. of Transportation
Smith, Joseph Gregory	18 yrs 05 mths	Ga. Dept. of Corrections	Davis, Hattie C	34 yrs 03 mths	Georgia Building Authority
Snead, Eric L	26 yrs 06 mths	Ga. Dept. of Human Resources	Davis, Sherry D	13 yrs 07 mths	Ga. Dept. of Human Resources
Sowell, Mitchell W	30 yrs 06 mths	Dept. of Juvenile Justice	Deal, Rebecca S	11 yrs 05 mths	Ga. Dept. of Corrections
Steinmeyer, Mary E	34 yrs 01 mths	Ga. Dept. of Corrections	Dorsett, Ruth H. Reed	21 yrs 01 mths	CSB-New Horizons
Stribling, Gail W	26 yrs 04 mths	Ga. Dept. of Transportation	Douglas, Betty J	34 yrs 00 mths	Ga. Dept. of Human Resources
Strickland, Louis G Jr	34 yrs 00 mths	Ga. Dept. of Corrections	Duggan, John T	13 yrs 10 mths	Ga. Dept. of Corrections
Swamy, Vijaya L R	18 yrs 11 mths	Ga. Dept. of Human Resources	Duke, Steven E	23 yrs 00 mths	Ga. Dept. of Corrections
Swindell, Johnnie I	34 yrs 01 mths	Ga. Dept. of Corrections	Ealy, Joyce L	34 yrs 04 mths	Ga. Dept. of Education
Taylor, Annie L	34 yrs 00 mths	Ga. Dept. of Human Resources	Eckles, Faith R	29 yrs 05 mths	DHR - Public Health
Taylor, Juanita	15 yrs 00 mths	DHR - DFACS	Ellen, Joyce E	15 yrs 05 mths	CSB-GA Highlands
Thompson, Michael Alan	20 yrs 00 mths	Ga. Dept. of Natural Resources	Enous, Sundra S	27 yrs 06 mths	Department of Revenue
Townsend, Charlaine S	10 yrs 01 mths	George L. Smith II - GWCCA	Evans, Jacqueline Laverne	25 yrs 11 mths	Ga. Dept. of Human Resources
Turner, Georgia Ann	27 yrs 06 mths	Ga. Dept. of Natural Resources	Finney, Gwendolyn Young	34 yrs 07 mths	DHR - Public Health
Walker, Helen A	34 yrs 02 mths	Ga. Dept. of Labor	Flury, Marvin D	18 yrs 07 mths	Ga. Dept. of Transportation
Warren, Jennifer E	29 yrs 01 mths	Ga. Dept. of Human Resources	Goodrum, Ricky	26 yrs 07 mths	Ga. Dept. of Corrections
Waymon, Jean G	36 yrs 01 mths	Ga. Dept. of Human Resources	Gordon, Elizabeth Ann	12 yrs 00 mths	CSB-Coastal
Weathers, Charles	34 yrs 00 mths	Ga. Dept. of Human Resources	Grizzle, William H	34 yrs 06 mths	Ga. Dept. of Human Resources
Webb, Sandra Fletcher	30 yrs 01 mths	Ga. Dept. of Labor	Groth, John W	32 yrs 07 mths	Ga. Dept. of Education
Wells, Willie C	34 yrs 04 mths	Ga. Dept. of Human Resources	Grubbs, Emma	34 yrs 01 mths	DHR - DFACS
Wells Jr, Roscoe F	34 yrs 01 mths	Ga. Dept. of Motor Veh. Safety	Hamby, Roy E	23 yrs 03 mths	Ga. Dept. of Veterans Service
Wesbey, Barbara Ann	31 yrs 05 mths	Ga. Dept. of Human Resources	Harrell, Anne B	34 yrs 00 mths	DHR - DFACS
West, Bobbie Jean	11 yrs 00 mths	DHR - DFACS	Haselden, Joe D	11 yrs 07 mths	Ga. Dept. of Labor
Westbrooks, Evelyn Annette	24 yrs 00 mths	Dept. of Juvenile Justice	Henderson, Esther P	28 yrs 00 mths	CSB-Clayton County
Westfall, Hannelore Kampf	22 yrs 07 mths	Ga. Dept. of Corrections	Holton, Lenard	21 yrs 10 mths	Ga. Dept. of Natural Resources
White, Marty J	34 yrs 01 mths	Ga. Dept. of Transportation	Holton, Margaret Spivey	17 yrs 06 mths	Ga. Dept. of Corrections
Williams, Pansy B	14 yrs 10 mths	CSB-Georgia Pines	Horton, Beverly F	30 yrs 00 mths	Ga. Dept. of Human Resources
Wright, Carla M	13 yrs 07 mths	Ga. Dept. of Labor	Houze, Linda B	10 yrs 11 mths	RiverEdge Behavioral Hlth Cntr
Young, Brenda Clarke	18 yrs 07 mths	CSB - E. Central Georgia	Jeffers, Gary R	28 yrs 10 mths	Georgia Forestry Commission
			Johnson, Steven Dale	34 yrs 00 mths	Ga. Dept. of Natural Resources
			Jones, Delories N	28 yrs 11 mths	Ga. Dept. of Human Resources
			Jones, Sylvester	12 yrs 05 mths	CSB-New Horizons
			Kimbrel, Danny	19 yrs 00 mths	Ga. Dept. of Public Safety
			King, Patricia W	22 yrs 07 mths	CSB-Satilla
			Kitchens, Sandra T	25 yrs 01 mths	Ga Dept of Motor Veh. Safety
			Kline, Mary K. Hall	27 yrs 03 mths	Ga. Dept. of Defense
			Ladd, Debra Lynn	30 yrs 01 mths	Georgia Technology Authority

September 2005

Name	Years of Service	Department
Adams, John Hilliard	10 yrs 07 mths	Secretary of State
Allred, Barbara Jewell	34 yrs 01 mths	Ga. Dept. of Education

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

Lawrence, Shirley G	36 yrs 04 mths	Ga. Dept. of Human Resources	Rush, Karen Glenn	31 yrs 05 mths	Ga. Dept. of Labor
Lee Jr, Fred Jackson	12 yrs 05 mths	Dept. of Juvenile Justice	Ruzycki, Judith R	25 yrs 00 mths	Ga. Dept. of Human Resources
Lewis, Ada B	34 yrs 01 mths	Ga. Dept. of Human Resources	Sands, Brenda	17 yrs 01 mths	Ga. Dept. of Human Resources
Liggins, Leroy	18 yrs 04 mths	Ga. Dept. of Human Resources	Shierling, Paula B	34 yrs 01 mths	CSB-South Georgia
Louis, Henry J	29 yrs 07 mths	Georgia Forestry Commission	Shuren, Ardythe J	13 yrs 05 mths	Ga. Dept. of Labor
Lyday, Judy W	29 yrs 03 mths	DHR - DFACS	Skillern, Sheila W	35 yrs 05 mths	Ga. Dept. of Labor
Mains, Jeanette L	34 yrs 00 mths	Ga. Dept. of Labor	Slaughter, Henry L	26 yrs 04 mths	Ga. Dept. of Education
Mallory, Eleanor M	20 yrs 00 mths	Ga. Dept. of Corrections	Smith, Margaret K	21 yrs 03 mths	Ga. Dept. of Human Resources
Martin, Linda T	15 yrs 08 mths	Ga. Dept. of Transportation	Smith, Jessie E	10 yrs 09 mths	Ga. Dept. of Corrections
Mash, Willa M	28 yrs 08 mths	Ga. Dept. of Human Resources	Snelgrove, Larris Milton	16 yrs 03 mths	Ga. Dept. of Human Resources
Maynor, Willard	10 yrs 07 mths	Ga. Dept. of Transportation	Spearman, Cornell P	34 yrs 00 mths	Office of Planning and Budget
McHan, Margaret C	13 yrs 07 mths	CSB-GA Mountains	Spradlin, Thomas Michael	31 yrs 02 mths	Ga. Dept. of Corrections
McLemore, William H	28 yrs 08 mths	Ga. Dept. of Natural Resources	Stamey, Donald E	34 yrs 00 mths	Ga. Dept. of Human Resources
Meeks, Marvin H	24 yrs 02 mths	Ga. Dept. of Corrections	Stancil, Melody Ann	27 yrs 09 mths	Ga. Dept. of Human Resources
Metcalf, Hubert	34 yrs 00 mths	Ga. Dept. of Human Resources	Steptoe, Charlie M	12 yrs 07 mths	DHR - Public Health
Metts, Carl	27 yrs 09 mths	Ga. Dept. of Corrections	Stewart, Carolyn White	34 yrs 06 mths	Ga. Dept. of Human Resources
Miller Jr, John W	16 yrs 08 mths	Department of Revenue	Stone, Carrie H	31 yrs 08 mths	Ga. Dept. of Transportation
Mock, Carla M	30 yrs 08 mths	Ga. Dept. of Human Resources	Stuart, Joseph Baird	20 yrs 04 mths	Ga. Dept. of Corrections
Moore, Johnny E	34 yrs 00 mths	Ga. Dept. of Transportation	Tardy, Anita A	20 yrs 06 mths	CSB-GA Mountains
Morris, Betty Lou	11 yrs 11 mths	Ga. Dept. of Agriculture	Taylor, Ernest K3	4 yrs 00 mths	CSB-Lookout Mountain
Mosley-Tuggle, Sandra D	27 yrs 01 mths	Office of School Readiness	Thomas, Christine B	25 yrs 11 mths	Ga. Dept. of Human Resources
Moultrie-Mathis, Beverley A	14 yrs 05 mths	Admin. Office of the Courts	Thomas, Marion	16 yrs 05 mths	Ga. Dept. of Transportation
Mullinax, Diane	27 yrs 05 mths	Ga Dept of Motor Veh. Safety	Thompson, John Paul	25 yrs 00 mths	Ga. Dept. of Corrections
Murray, Randal	23 yrs 03 mths	Ga. Dept. of Corrections	Thorne, Judy Carol	17 yrs 11 mths	CSB-Gwinnett/Rockdale/Newton
Mygrant, Robin L	19 yrs 03 mths	Ga. Dept. of Agriculture	Trask, Patricia S	34 yrs 00 mths	Ga. Dept. of Human Resources
Norman, Theresa B	34 yrs 00 mths	Ga. Dept. of Human Resources	Tucker, Juanita D	34 yrs 00 mths	Office of School Readiness
Olszeski, Barbara S	12 yrs 02 mths	Department of Revenue	Turner, Sharon M	34 yrs 00 mths	Ga. Dept. of Natural Resources
Ortiz, Brenda Y	21 yrs 11 mths	Ga. Dept. of Human Resources	Turner, Karen R	31 yrs 11 mths	DHR - DFACS
Palmer, Riley F	22 yrs 03 mths	Ga. Dept. of Corrections	Tye, Frankie T	12 yrs 01 mths	Ga. Dept. of Human Resources
Parker, Deborah T	34 yrs 00 mths	Ga. Dept. of Motor Veh. Safety	Walker, Mary K	14 yrs 01 mths	Ga. Dept. of Corrections
Parks, Saundra E	34 yrs 00 mths	Dept. of Juvenile Justice	Washington, Pam Haygood	13 yrs 05 mths	Phoenix Cntr Behavrl Hlth Svcs
Phillips, Martha S	34 yrs 00 mths	Ga. Dept. of Labor	Weems, Remonia H	29 yrs 02 mths	Department of Revenue
Phillips, Ronnie	14 yrs 00 mths	Ga. Dept. of Labor	Weilbaker, Alan V	21 yrs 11 mths	Georgia Building Authority
Pilcher, Mary J	12 yrs 07 mths	Ga Aviation & Technical Colleg	White, David	34 yrs 02 mths	Ga. Dept. of Transportation
Powell, Cheryl L	34 yrs 00 mths	Ga. Dept. of Human Resources	White, Phillip W	21 yrs 04 mths	Ga. Dept. of Corrections
Presley, William H	29 yrs 07 mths	DHR - DFACS	Whitney, Lee G	37 yrs 01 mths	CSB-Albany
Pullins, Velma L	34 yrs 00 mths	Ga. Dept. of Labor	Williams, Nellie C	34 yrs 00 mths	Fulton Co. DFCS
Purser, Clara C	34 yrs 00 mths	DHR - DFACS	Williams, Carolyn J	28 yrs 04 mths	DHR - DFACS
Rankin, Carlton	34 yrs 04 mths	Ga. Dept. of Human Resources	Williams, Arena L	27 yrs 00 mths	DHR - DFACS
Rashied, A John	11 yrs 08 mths	Dept. of Juvenile Justice	Winkles, Dennis L	34 yrs 00 mths	Ga. Dept. of Transportation
Richardson, David O	15 yrs 09 mths	Ga. Dept. of Corrections	York, Lynne A	36 yrs 04 mths	Ga. Dept. of Transportation
Ricks, Larry T	34 yrs 00 mths	Ga. Dept. of Human Resources	York, Pattye Little	23 yrs 00 mths	Ga. Dept. of Human Resources
Roberts, Deloris A	29 yrs 04 mths	Ga. Dept. of Motor Veh. Safety	Young, Steve D	34 yrs 00 mths	Ga. Dept. of Natural Resources
Rogers, Jesse	18 yrs 09 mths	Ga. Dept. of Corrections	Zittrouer, Theresa J	27 yrs 00 mths	DHR - DFACS

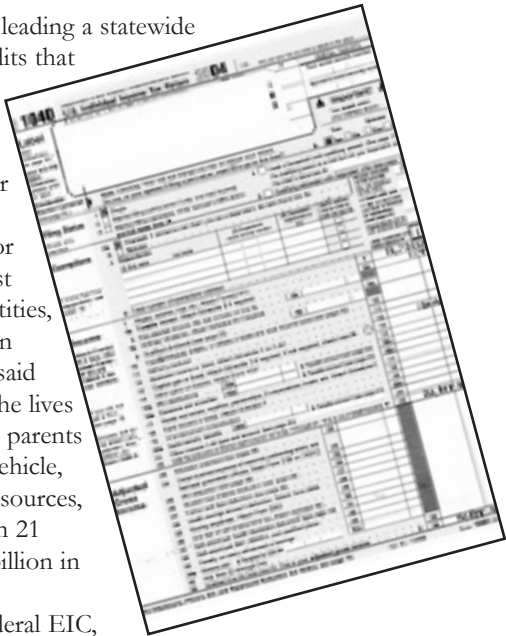
VOCABULARY (from page 4) (answers)

- comity \KAHM-uh-tee\, noun: a state or atmosphere of harmony or mutual civility and respect.
- avarice \AV-uh-ris\, noun: an excessive desire of gain; greediness after wealth; covetousness; cupidity.
- ameliorate \uh-MEEL-yuh-rayt\, verb: to make better; to improve
- segue \SEG-way; SAYG-way\, verb: To proceed without interruption; to make a smooth transition.
- expatiate \ik-SPAY-shee-ayt\, verb: To speak or write at some length; to be copious in argument or discussion; to enlarge.
- gesticulate \juh-STIK-yuh-layt\, intransitive verb: To make gestures or motions, especially while speaking or instead of speaking.
- celerity \suh-LEHR-uh-tee\, noun: Rapidity of motion; quickness; swiftness.
- exculpate \EK-skuhl-payt; ik-SKUL-payt\, transitive verb: To clear from allege fault or guilt; to prove to be guiltless; to relieve of blame; to acquit.
- arcane \ahr-KAYN\, adjective: Understood by only a few.
- beneficence \buh-NEFF-i-suhns\, noun: Active goodness, kindness, or charity.

Do you qualify for EIC?

The First Lady's Children's Cabinet is leading a statewide effort to inform you of two tax credits that may affect your upcoming tax return. Whether you owe income tax or not, you could qualify for Earned Income Credit (EIC). EIC is a special tax benefit for people who work full- or part-time. If you qualify for EIC, you may owe less in taxes or get cash back on your return. Last year, First Lady Mary Perdue wrote a letter to state entities, encouraging full support and participation in promoting EIC to their customers. Perdue said she promoted the federal EIC to improve the lives of Georgia's children and families. Working parents can use the money to invest in a home or vehicle, purchase computers or other educational resources, or to help pay off bills. Last year, more than 21 million taxpayers collected more than \$36 billion in EITC payments.

For more information concerning the federal EIC, visit www.irs.gov/eitc or call 1-800-Tax1040.



College Classes at Twin Towers



The Georgia Department of Corrections (DOC) is one step closer to offering academic core classes at the James H. "Sloppy" Floyd Building (Twin Towers). Faculty at Georgia Perimeter College have agreed to provide academic core college classes at the Towers starting in January 2006 if DOC and other agencies have enough employees to participate. The classes would be held Tuesdays and Thursdays evenings beginning in January.

If you are indeed interested in participating in classes, please call or email Fran Mohr (678-891-3016 or fmohr@gpc.edu) or call or email Julie Harnage (404-244-5857 or harnaj00@dcor.state.ga.us) as soon as possible.

Great Information to Assist in Furthering Your Education or the Education of Your Children or Grandchildren!

If you are looking into going back to school (either for yourself or a family member) and are in need of financial aid to offset the costs, go on-line to fill out the "Free Application for Federal Student Aid" (otherwise referred to as "FAFSA") at www.fafsa.ed.gov. This document is not only used by the Federal Government to determine financial aid, but also by many other institutions to determine if you can qualify for financial aid.

You may also want to look at the following websites to gather more information (that may assist you in your educational endeavors and finding additional avenues for financial aid or assistance:)

www.gsfc.org (HOPE Grant and Scholarship programs)
www.finaid.org (Financial Assistance information)
www.Gacollegesavings.com (Georgia Higher Education Savings Plan)
www.sdvs.georgia.gov (Veteran's Services)
www.gsu.edu/eoc (Educational Opportunities Center)
www.gacollege411.org (Information to assist getting back into college)

In addition to filling out your FAFSA, most colleges will require you to submit the following documents to be accepted for admission:

- 1) immunization form
- 2) high school transcripts
- 3) college transcripts
- 4) social security card

Unfortunately, acquiring these required forms may take some time. It is a good idea to start collecting needed documents right away.

TENTATIVE COURSES

- **English 1101** - This course focuses on skills required for effective writing in a variety of contexts, with emphasis on exposition, analysis, and argumentation, and also including introductory use of a variety of research skills. Credits: 3.
 - **English 1102** - This course develops writing skills beyond the levels of proficiency required by ENGL 1101, emphasizes interpretation and evaluation, and incorporates more advanced research methods. A research paper is required. Credits: 3.
 - **Math 1101** - This course uses graphical, numerical, symbolic, and verbal techniques to describe and explore real-world data and phenomena. Emphasis is on the use of elementary functions (linear, quadratic, exponential, and logarithmic) to investigate and analyze applied problems and questions, supported by the use of appropriate technology, and on the effective communication of quantitative concepts and results. Functions introduced through applications are the main focus of the course. Credits: 3.
 - **Political Science - American Government** - Covering the essential facts of national government in the United States, with some attention given to state government, including the State of Georgia, this course satisfies state law, requiring examination on United States and Georgia Constitutions.. Credits: 3.
 - **American History** - This course is a survey of the intellectual, social, cultural, political, economic and diplomatic history of the United States, 1492-1865, with an emphasis on the evolution of American institutions and values. Credits: 3.
 - **World History** - This course focuses on the key political, intellectual, scientific, social, economic, and cultural changes that occurred in world civilization from 1500 to the present. Credits: 3.
- The following classes may be offered depending on the results of the placement exam.**
- **Math 97** - Beginning Algebra - This course is designed to help students learn the basic algebra necessary for college-level mathematics. Topics include real-number concepts, selected geometry concepts, linear equations and inequalities in one variable, problem solving involving linear or factorable quadratic equations as models, operations on polynomials, factoring polynomials, integral exponents, and graphing linear equations in two variables. Additional topics include the study of rational expressions and the use of the scientific calculator. Credits: 4.
 - **Math 98 - Intermediate Algebra** - This course is designed to prepare students for college-level mathematics. Topics include graphing lines and parabolas; function notation; integer and rational exponents; solving absolute value and quadratic equations and inequalities; solving radical equations; problem solving involving linear equations, quadratic equations, and systems of equations in two variables; and writing equations of lines. Additional topics include operations with radicals and complex numbers, geometric concepts, and calculator usage. Credits: 4.
 - **Math 99 - Pre-college Algebra** - This course is designed to be a bridge between Learning Support mathematics and college-level mathematics. It is divided into two components. Component 1 is individualized, self-paced instruction on selected topics as determined by results from a diagnostic test covering topics from Math 0097 and MATH 0098. Component 2 introduces new topics including graphing calculator usage; concepts of functions and their graphs; equations and graphs of circles and parabolas; solving systems of equations in two variables; and rational, polynomial, and absolute value inequalities. Credits: 4.
 - **English 98 - Basic Composition** - This course is an introductory study of the essay, emphasizing idea generation, paragraph development, and effective sentence construction. The course includes a one-hour-per-week laboratory component for more individualized instruction. Credits: 4.
 - **English 99 - Pre-college Composition** - This is a course in the writing of essays, with particular attention given to expanding the paragraph into the essay, ordering ideas, and using transitional devices. Emphasis is given to grammar and usage within the composition. This course includes a one-hour-per-week laboratory component for more individualized instruction. Credits: 4.

Did You Know?



Effective January 2006, new ethics legislation prohibiting public officers (agency heads, Boards, etc.) from advocating, causing the hiring and/or advancement of any family member whose salary is \$10k or greater. While most of the details already exist in the current executive order signed by Governor Perdue, policy regarding nepotism is stressed in the law. Agency heads have been instructed to insure that a "good" nepotism policy exists in each agency.

GOVERNMENT SPOTLIGHT

Department of Driver Services



Have you noticed a difference in customer service and timeliness in getting your driver's license? Maybe its because of the recent change Georgia experienced when Governor Sonny Perdue created

the new Department of Driver Services (DDS). Unlike any other in the nation, DDS was created after House Bill 501 dismantled the Department of Motor Vehicle Safety (DMVS).

In its five months of existence, the agency has begun to establish itself as more customer friendly and efficient through its singular focus of driver services which, includes the administration and monitoring of the Alcohol and Drug Awareness program, DUI/Risk Reduction Programs, the motorcycle safety program, driver training schools and commercial driving schools, ignition interlock provider certification and the permitting of limousine chauffeurs.

Families no longer have to wait 15 weeks for an appointment for drivers under 18. New hours and service centers that are now open on Mondays have added an additional 400 test per week, reducing the 15 week wait length across the board and impacting services everywhere. Timely service is important since the Department sees about 250 thousand people a month.

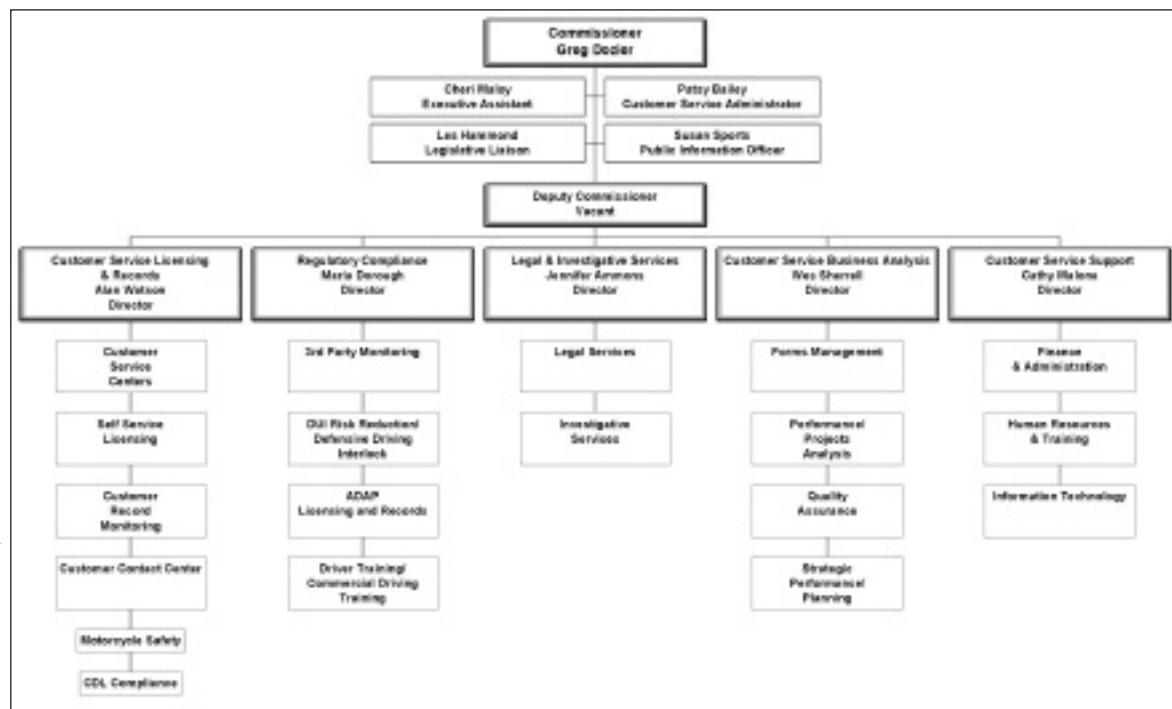
The new customer-friendly focus has also made receiving services easier. Now, in more than 20 locations, customers have the option to pay with credit card or check for driver license services. Previously the department would only take cash payments. To serve Georgia better, DDS has maximized space in centers with the highest demand by expanding counters and adding workspace. In Locust Grove, DDS is collaboratively working with Georgia Tech on how to service customers, simplify the process, and increase the process flow without the current up and down scenarios. The center is piloting such processes as a renewal only line and earlier operation hours to help eliminate customer back log. DDS plans to take what works statewide after the pilot's completion.

The Department continues to improve and develop their website to make it easier and more convenient for customers. Several licensing transactions are available online including driver's license renewal and address changes. Already since July 1st,

over 200,000 DDS customers have accessed the web site for information and almost 80,000 have changed their address online. A practice test was recently added to the web site for first time applicants for Georgia driver permits and licenses. And soon, you may see new enhancements. Plans are underway for accessing vital information online, safely and securely, using a pin number the customer will create-similar to online banking. The State of Georgia has 6,936,026 registered drivers.

In June 2005, Governor Sonny Perdue

appointed Greg Dozier to lead DDS. Dozier received his master's degree in business administration and his bachelor's degree in criminal justice from Georgia State University. Under his leadership, DDS immediately started tying performance and culture to the operation, customer service and homeland security. The Department began customer service training with the C.A.R.E. theme - (Communicate, Attitude, Respect and Empathy). DDS has 757 employees.



Department of Driver Services adds practice test to web site

In an effort to support first time applicants for Georgia driver permits and licenses, the Department of Driver Services (DDS) has added a Practice Test on the agency's website: www.dds.ga.gov <<http://www.dds.ga.gov>>. This practice knowledge test will help new drivers prepare for the road rules and road signs testing portion of the Georgia driver's licensing application process.

"The mission of this new Agency is to provide excellent customer service. The addition of this web-based tool to help Georgians become safer drivers will serve the entire driving public well," said Greg Dozier, DDS Commissioner.

All information to pass the test is contained in the current Georgia Driver's Manual which is also available on the agency's website.

The test questions require comprehension and critical judgment -- rather than simply memorizing facts. It will give students an idea of twenty actual test questions that they may be presented at the customer service center and should serve as a useful guide as they prepare. A better prepared student will be a safer, courteous driver. In addition, a better prepared student will likely pass the exam on the first attempt eliminating the need for returning to the center for a retest.

The Road Rules Test consists of a set of multiple choice questions about driver responsibility, knowledge of laws and safe driving practices. The practice test generates 15 random questions. To pass the actual test, the applicants must answer at least 15 out of 20 questions correctly.

The Road Sign Test consists of a set of multiple choice questions on the meaning of standard highway signs. The practice test includes five questions. The applicants must meet 15 out of 20 correct answers to pass the actual test.

The online test is scored after completion, and any incorrect answers are identified. The student must then determine the correct answer. The test is static, so students can not access the full exam. Questions at the center are randomly selected from a bank of 50 questions.

DDS continues to revise and expand the website making it easier for customers to access vital information in an effective and efficient manner. A section at the bottom of each posted article allows customers to rate the information contained and also submit customer comments. The rating information is monitored, and the online content is edited and revised as warranted.

Since July 1st, over 200,000 DDS customers, an

average of 3,500 each day, have accessed the website for information. Several licensing transactions are available online including driver's license renewal and address changes. The department is committed to improving customer service by developing additional online transactions which will be offered in the future.



Invest in a career, not just a job.

Do you know someone who seeks a career that is both rewarding and exciting?

Have your friends and family members consider the Department of Driver Services as their employer of choice and join our dedicated employees in serving Georgia's citizens in a polite, courteous, and expedient manner. We are currently recruiting for Driver Examiners. If interested, call (678) 413-8404 to find out how to apply.

Enhance your skills to meet the demands of a changing workforce.

Principle-Centered, Customer-Focused, and Results-Driven leadership forms the foundation of the Georgia Leadership Institute. Our goal is to develop current and future generations of Georgia State Government leaders, who are positioned to meet the global challenges of today and tomorrow.

2006 CALENDAR							
Program Component	Jan.	Feb.	Mar.	Program Component	Jan.	Feb.	Mar.
New Georgia Forums (TBA)				MIDDLE MANAGER DEVELOPMENT			
				Series 1 (Decatur)	11-12		15-16
				Series 2 (Macon)	11-12		14-15
				Series 3 (Decatur)		8-9	
				Series 4 (Tifton)		7-8	
PCL FOR MANAGERS AND SUPERVISORS				SUPERVISOR DEVELOPMENT			
4 Roles of Leadership	17		15	Series 1 (Decatur)	18-19		22-23
4 Discipline of Execution	18		16	Series 2 (Macon)	18-19		15-16
7 Habits of Highly Effective People		7-8		Series 3 (Decatur)		15-16	
				Series 4 (Tifton)		8-9	
				PRE-SUPERVISORY DEVELOPMENT			
				Series 1 (Decatur)	25-26		29-30
				Series 2 (Macon)	25-26		22-23
				Series 3 (Decatur)		22-23	
				Series 4 (Tifton)		22-23	
www.gms.state.ga.us/leadershipinstitute							

www.gms.state.ga.us/leadershipinstitute



The Executive Leadership Program is an interactive and challenging learning environment designed for agency heads and their direct reports.

Participants focus on personal leadership, creating high performing organizations, ethics and public values.



Middle Manager Development Program provides valuable tools, practices, and techniques for enhancing organization effectiveness,

conducting successful negotiations, managing organizational conflicts, handling ethical dilemmas, and leading organizational changes.



The Supervisory Development Program supports current and/or newly promoted supervisors. Participants will focus on customer service, career development, communications, conflict resolution, and delegating strategies.



The Pre-Supervisory Development Program targets individuals identified as potential supervisory candidates. This program provides an overview of supervisory concepts designed to prepare you for the transition into your new role. Theories and concepts covered can be readily translated into practice.



The Principle-Centered Leadership Program is a core foundational piece that will guide you through a common approach to successfully executing Georgia's highest strategic priorities. There are two tracks available: Senior Management PCL and PCL for Managers and Supervisors.



The New Georgia Forums provide opportunities for agency heads and senior officials to interact and learn best practices, leading edge thinking, and powerful new tools of leadership and organizational development. Recognized experts and public officials, who are renowned for their achievements, will lead these half-day and one-day sessions.



For more information about the program, log onto www.gms.state.ga.us/leadershipinstitute

THE 2005 GEORGIA CAPITOL ORNAMENT

The Georgia Capitol Museum announces the 2005 limited edition commemorative ornament, **Miss Freedom**. This collector's item captures the majestic statue crowning the Capitol building in a 3" x 2 1/2" three-dimensional ornament finished in 24k gold.

Questions: call 404-651-7600 or 404-656-2846



Cost: \$20.00 each. Make checks payable to **Secretary of State 400-42**. Proceeds benefit "Save Georgia's Historic Flags" preservation project.

Ornaments may be purchased in person from the Georgia Capitol Museum office located on the fourth floor of the Capitol Building, rooms 431 & 432.

Name _____ Quantity _____

Address _____

City _____ State _____ Zip _____

Phone _____ Mail order to: Georgia Capitol Museum

10% discount for quantities of 25 or more

432 State Capitol
Atlanta, GA 30334

Commission for A New Georgia Update:

Customer service rules in a new culture of 'faster, easier, friendlier'

If good customer service seems to be the exception in most governments, Governor Perdue wants to make it the rule in Georgia.

Achieving that will take a change in culture as well as the processes of state government, said Joe Doyle, the administrator of the Governor's Office of Consumer Affairs, and chair of the CNG Task Force on Customer Service.

Task Force findings agreed with the public's major complaints about poor service – difficulty connecting with the right office or even a real person, long lines and wait times, inefficient processes, employees who are not too helpful.

The State's first-ever study of its call handling showed that a machine answers about half of the 50 million calls that come into various agencies. Hold times range from a second to nearly an hour; in some agencies 6 out of 10 callers finally hang up. Over 2.5 million calls are

misdirected or not answered.

The following actions were recommended to reach a new standard of "faster, easier, friendly" service:

1. Create a culture and set expectations for how state entities serve customers.
2. Pilot process improvement and cultural development methods in several agencies.
3. Improve call handling services.

Process improvement projects will start in pilot agencies that have high levels of public interaction and dissatisfaction.

A Customer Service Summit to showcase best-practices will be held on January 25 and 26 at the University of Georgia Terry College of Business' Executive Education Center in Atlanta. The Summit will highlight the Governor's vision for invited agencies and begin laying the foundation for improving customer service statewide.